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Vol. LXIV, No. 3	CONTENTS	March 1964
	Department Today: Social Insurance Number Project	182
	50 Years Ago This Month	183
	Notes of Current Interest	184
	Pension Plans in Canadian Industry	187
	Annual Meeting, Canadian Construction Association	190
	OFL Education Conference	193
	Trustees Plan to Establish Advisory Council for Seamen ..	195
	Handicapped Businessmen Successful	196
	Latest Labour Statistics	197
	Employment and Unemployment, February	198
	Socio-Medical Problems of Working Women	200
	Early Returns on Older Worker Incentive Program	202
	Collective Bargaining Review:	
	Duration of Negotiations, 1963	203
	Collective Bargaining Scene	204
	International Labour Organization:	
	158th Session of ILO Governing Body	208
	Technical Meeting, Food and Drink Industries	209
	Technical Conference on Employment Policy	210
	Teamwork in Industry	212
	Certification and Conciliation:	
	Certification Proceedings	213
	Conciliation Proceedings	215
	Labour Law:	
	Legal Decisions Affecting Labour	217
	Recent Regulations under Provincial Legislation	221
	Unemployment Insurance—NES:	
	Monthly Report on Operation of the Act	223
	Monthly Report on Placement Operations	224
	Decisions of the Umpire	224
	Wage Schedules	227
	Price Indexes	232
	Publications Recently Received in Department's Library....	233
	LABOUR STATISTICS	239

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Social Insurance Number Project

At beginning of April, with Unemployment Insurance Commission as agent, federal government will begin registration of all employees preparatory to allotment of Social Insurance Number

At the beginning of April the federal Government, through the Unemployment Insurance Commission, will begin registering all Canadian employees except those in the armed forces, in private domestic service, agricultural workers, and members of the clergy and religious orders. Each person registered will be allotted a nine-digit Social Insurance Number.

The start of the registration was set for the beginning of April so that it can be completed before the end of June, when 1963-64 unemployment insurance books expire.

An estimated total of more than 6,000,000 employees across Canada will be required to register.

Reasons for System

In outlining to key personnel in the registration the reasons for introducing the new numbering system, the Minister of Labour said: "The present unemployment insurance numbering system has become obsolete because of the growth in the labour force and the fact that electronic data processing equipment is being used more and more in government record-keeping."

It therefore was opportune, he said, in line with the Glassco Commission suggestion, to introduce a new numbering system: a single number which is applicable to all employees—"those who are insured under the Unemployment Insurance Act and those who are not insured."

The numbering system, the Minister said, has been designed to be broad and flexible enough to be adapted to requirements of the proposed Canada Pension Plan and other social security measures.

The Social Insurance Number card will have three sections. The employee's part will contain only the employee's signature in addition to the nine-digit number. The second part, a duplicate, will be filed for safe keeping.

The third section will be retained by the employer. It will have, in addition to the Social Insurance Number, the name of the employee, the birth date (day and month only, not the year) and the former unemployment insurance number.

An employer—one who has one full-time or one part-time employee on payroll—will be required to deliver to each employee his Social Insurance Number card.

To allay fears of regimentation and loss of identity, the Minister of Labour pointed out that "identity will not be lost and regimentation will not be the end result." And the real purpose of the program was not to obtain an inventory of manpower.

Record-Keeping

"Essentially, the project is one to ensure better record-keeping," he explained. "There is nothing in additional information provided by the applicant for a Social Insurance Number that has not already been on record in the federal Government." The Minister pointed out also that much of the information that is requested for this registration was also asked for in the application for an unemployment insurance number for the past 22 years.

To illustrate the complexities of record-keeping on a large scale, the Minister said: "The need for more details of an individual for positive identification is appreciated when you realize there are now 50,000 Smiths in the Unemployment Insurance Commission's master index, and well over 10,000 Smiths have the initial 'J'."

It will not be necessary to carry the card with the Social Insurance Number on it. It has been suggested only that the card be carried so that it would be conveniently available, for example, for those who are seeking or changing employment from time to time. In this way, the new employer could be given the number immediately.

Another Misconception

Another misconception that appeared when the new registration system was first announced was the belief that the system was intended for use in extending coverage under unemployment insurance. "There is no consideration in the Social Insurance Number project of broadening the group who will pay unemployment insurance."

Another erroneous belief has been that there was a relationship with the work of the Emergency Measures Organization. "I can assure you there is absolutely no present relationship between the numbering project and organizing and implementing plans for survival in the event of atomic attack".

50 Years Ago This Month

Dispute between three unions and Quebec Shoe Manufacturers' Association that led to a strike at two establishments and a lockout elsewhere in the industry was settled in second month.

A dispute involving 3,000 employees in shoe manufacturing establishments operated by members of the Quebec Shoe Manufacturers' Association, which led to a strike in the latter part of December 1913, was settled in February 1914. The circumstances of the dispute and its settlement were described in the LABOUR GAZETTE of March 1914.

The employees involved were members of three unions: the Canadian Federation of Shoe Workers (leather cutters), the Federation of Boot and Shoe Workers (machinists), and the Boot and Shoe Workers' Union (shoe lasters).

"During October 1913, notices were posted in the various factories setting forth the working conditions under which such factories would be operated," the GAZETTE's report said. "The conditions imposed, besides fixing the rate of wages and hours of employment, gave the employers the exclusive right of engaging, discharging or suspending employees, and established the employer, or his representative, as the sole judge of the competence and ability of an employee to do specified work.

"The terms of the employers were generally accepted at the time by the employees. In December, however, employees in two establishments objected to the employment of a non-unionist, and struck work." The two firms affected employed about 220 hands.

At the end of December, all the remaining members of the Shoe Manufacturers' Association decided to close down because their employees had refused to sign individually the agreement governing conditions of employment. The effect of this was an almost complete shutdown of the shoe-manufacturing industry in Quebec.

Finally, with the assistance of one of the conciliation officers of the Department of Labour, a settlement of the dispute was reached in February. The settlement was described as follows:

"By the terms of the agreement, the men were not required to sign individual contracts, but it was arranged that a committee of three representatives from each of the unions interested should sign for them. A monetary penalty was fixed for the fulfilment of the contract, the amount being \$600, or \$200 from each union. In case

of non-fulfilment of the terms of the contract the money will be confiscated for the use of the Shoe Manufacturers' Association.

"Provision was also made for cases of individual grievances. Any employee having such will be required to make a deposit of \$25 before the case is heard by the Board of Arbitration, and the party in default will have to bear the costs of the hearing. Another clause exacts that the union interested shall secure legal recognition by incorporation as soon as possible."

Wages in February 1914 were moving both up and down, the LABOUR GAZETTE reported.

"An important increase affecting 300 printers went into effect at Quebec. By this change the minimum weekly wages were raised from \$15 to \$16.50." This rate was to last for two years, when an additional increase of \$1.50 was to be granted.

"It was reported that the employees of the Canadian General Electric Company, who received an increase in wages last summer, had their wages reduced during February. Another reduction went into effect at Niagara Falls, where the Toronto Power Company reduced the wages of its labourers from 25 cents to 20 cents an hour.

"Policemen at Hamilton were given increases ranging from \$50 to \$100 a year; the minimum wage for civic labourers was raised from 22 to 25 cents an hour."

"The police commissioners increased the chief's salary from \$1,200 to \$1,350, one sergeant from \$1,000 to \$1,100, one sergeant from \$924 to \$1,050, four constables from \$864 to \$950, and one constable from \$720 to \$900," the Niagara Falls correspondent of the GAZETTE reported. "At the end of three years' service a constable will receive a service stripe, and for each additional five years an additional stripe, each stripe entitling him to 5 cents per day extra pay."

The Montreal correspondent said that there were many more men out of work in the city than there had been the year before. "The necessity of housing the increasing number of poor and homeless men who are continually asking for charity has been brought to the attention of the Board of Control, and a municipal boarding house has been projected.

NOTES OF CURRENT INTEREST

A. H. Brown Named Chairman of Canada Labour Relations Board

A. H. Brown, Deputy Minister of Labour from 1953 to 1961 and now Director of the Canada Branch of the International Labour Office, last month was appointed Chairman of the Canada Labour Relations Board. He succeeds Hon. C. Rhodes Smith, QC, Chairman since 1953, who has been appointed a member of the Manitoba Court of Queen's Bench.

Mr. Brown has been Vice-Chairman of the CLRB since its inception in 1948.

A member of the Department of Labour for almost 18 years, Mr. Brown came to Ottawa in 1929 to become Secretary-Treasurer of and Legal Adviser to the Canadian Farm Loan Board.

From 1939 to 1942 he was a member of the Dependents' Allowance Board, Department of National Defence; he was

Chairman of the Board in 1941. During this period he also served as a member of the Dependents' Board of Trustees.

In January 1943 he became Chief Executive Officer and Legal Adviser of the Department of Labour, and also served as Vice-Chairman of the Wartime Labour Relations Board. On April 1, 1951 he was appointed Assistant Deputy Minister of Labour.

Mr. Brown was Canadian Government representative on the Governing Body of the International Labour Organization from 1953 to 1956 inclusive, and was elected to serve as the Chairman of the Governing Body for the 1955-56 term. He attended a number of International Labour Conferences at Geneva as leader of the Canadian Government delegation.

Department Prepares Purchasing Course for Small Manufacturers

A five-session course entitled "Purchasing for Small Manufacturers" is being made available by the Department of Labour to owners and operators of small manufacturing and processing firms across Canada. The course was "field tested" last fall in Etobicoke, Ont.

The course was prepared by the Department's Small Business Management Training Division of the Technical and Vocational Training Branch (L.G., Feb. p. 94), with the assistance of Prof. Michiel R. Leenders, School of Business Administration, University of Western Ontario; a committee of the Ottawa Chapter of the Canadian Association of Purchasing Agents;

and Rolf S. Lockeberg, a Hull, Que., manufacturer. Prof. Leenders is also educational adviser to the Canadian Association of Purchasing Agents.

The course, prepared specifically for owners and operators of small manufacturing and processing firms, is made available in local communities through provincial governments. Instructors are drawn from the ranks of business and professional men.

The purposes of the course are to assist the owner/manager to avoid problems and pitfalls frequently encountered in purchasing; to save time in carrying out the purchasing task; and to save money where it will do the businessman the most good.

UIC Appoints Kenneth Pankhurst to Head Economic Research Division

Kenneth Pankhurst, former Director of Economic and Social Research at the University College of Wales, Aberystwyth, Wales, was appointed last month as Chief of the Economic Research Division of the Unemployment Insurance Commission.

Mr. Pankhurst has been assigned to set up a research division to investigate the economic circumstances of the unemployed in Canada, and to ascertain the effects of unemployment insurance and the extent to which it is adequate.

Born in London, England, Mr. Pankhurst was graduated in 1952 from the London School of Economics, where he majored in economic history. From 1952 to 1954 he

was a Dean Research Scholar at Leeds University.

In 1954 he joined an industrial development council, the Cotton Board, and remained there as an economist until 1957, when he went to the National Institute of Economic and Social Research, London. There he was engaged in economic forecasting, and reporting what was happening to the British economy.

He was appointed Director of Economic and Social Research at University College, Wales, in 1959. For the past two years he also acted as a consultant to Britain's National Economic Development Council.

This Year's Winter Works Program Providing More Jobs Than 1963's

In the number of men to be hired, and the number of man-days work to be provided during the period of the program, the 1963-64 Municipal Winter Works Incentive Program by February 21 had substantially surpassed the previous year's program on the corresponding date in 1963.

This year's estimates were 136,952 men compared with 115,184 in 1963, and 6,018,449 man-days compared with 5,286,786 in 1964. At the end of the 1962-63 program, 145,202 men were estimated to have been hired during the whole period of the program, and 6,171,606 man-days of work to have been provided.

The 6,203 applications accepted on February 21 this year, however, fell a little below the number of 6,353 accepted on the corresponding date in 1963. But although the estimated cost of projects during the period of the program was only slightly higher at \$253,319,000 than the figure of \$251,771,000 last year, the estimated direct payroll cost was \$86,969,000 compared with \$77,449,000 in 1963. The percentage of payroll cost to total cost this year was 34.3, compared with 30.8 per cent last year.

The number of participating local authorities on February 21 this year was 2,525, and at the corresponding date last year it was 2,390.

Issue Report on Drop-Out Rates In University Engineering Courses

Bulletin No. 3 in the Professional Manpower Bulletin series presents information on drop-out rates in engineering courses in Canadian universities. The series provides preliminary or special statements on professional manpower topics.

The report shows that the average drop-out rate for engineering classes graduated from 1954 to 1963 inclusive was 44 per cent. The rate increased steadily from 31 per cent for the class of 1954 to 50 per cent for the classes of 1960 and 1961, then dropped to 46 per cent for the class of 1963.

For these engineering classes, 24 per cent, on the average, dropped out in the first year, 10 per cent in the second year, 6 per cent in the third and 4 per cent in the final year. For five-year engineering courses, in order to permit comparisons with four-year courses, the second year was considered the starting year.

The statistics indicate also that the engineering drop-out rate was higher than that for certain other faculties. For the

class of 1959, the estimated drop-out rates were: engineering 45 per cent, arts and science 41 per cent, commerce 32 per cent, law 29 per cent, agriculture 25 per cent, forestry 21 per cent, medicine 10 per cent, and dentistry 9 per cent.

In addition to giving statistics on drop-out rates, the report presents an analysis of the various influences that cause students to drop out of university, and examines the relationship between the drop-out rate and student potential.

Professional Manpower Bulletin No. 3, *Drop-out Rates in University Engineering Courses*, may be obtained without cost from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Canada Proceeding to Ratify ILO Discrimination Convention

The Government is proceeding with the ratification of the Convention on Discrimination in Employment and Occupation, adopted by the International Labour Conference in 1958 (L.G., 1958, p. 874).

In announcing this in the House last month, Hon. Allan J. MacEachen, Minister of Labour, referred to the question sometimes asked as to why the Government had not been able to ratify more ILO Conventions. He explained that when Conventions fell partly within provincial jurisdiction, the Government had first to reach full agreement with the provincial authorities.

In this case, he said, the Government had consulted the provinces, and all had indicated that they were following a policy fully consistent with the objectives of the Convention. They had all, moreover, given full support and approval to the proposed ratification.

Department Supplies Information To OECD for Survey Report

A 290-page report, *Resources of Scientific and Technical Personnel in the OECD Area*, has been published by the Organization for Economic Co-operation and Development. The Report is based on the third international survey on the demand for and supply of scientific and technical personnel.

Canada was one of 18 OECD member countries who contributed information for the report. The Canadian contribution was prepared by the Economics and Research Branch of the Department of Labour from information gathered by it and by the Education Division of the Dominion Bureau of Statistics.

Copies of the report may be obtained from the Queen's Printer, Ottawa.

Construction Industry, Labour Join In Submission to Federal Cabinet

Research is the key to full employment and economic prosperity, it was stated in a joint brief presented last month to the federal Cabinet by representatives of management and labour in the construction industry.

The brief was presented by a delegation led by J. B. Mathias and C. C. Cooper, chairman and secretary respectively of the Association of International Representatives of the Building and Construction Trades; and Donald H. Jupp, President, and S. D. C. Chutter, General Manager, of the Canadian Construction Association.

Research steps so far taken by the Government, the delegation said, had been almost exclusively of a short-term nature or had been concerned with the supply of labour. They appeared to have prevented a further increase in unemployment, but to have done little so far in tackling the fundamental problems involved in developing policies aimed at creating a steadily growing demand for labour.

The brief went on to speak of the need for greater numbers of labour economists, and urged the Government to encourage the universities in their efforts to train more of such specialists.

The establishment of the Economic Council of Canada was commended, and the hope was expressed that the Council would be able to recommend long-term economic policies that would maintain "full" employment.

U.S. Labour, Business Advised To Avoid Wage and Price Rises

Business and labour were urged to avoid "inflationary" wage and price increases, and unqualified support was given to the wage-price guideposts of the Kennedy Administration, in President Johnson's first Economic Report to Congress.

The President predicted a faster rate of economic expansion in 1964 than last year as a result of the early passage of the tax-cut bill. The faster rate of expansion would lower unemployment "significantly," the report said.

But the favourable outlook depended on "swift" action by Congress on the tax reductions, on consumers' spending the extra money left in their hands, and on labour's and management's resisting the "temptation" to "exploit" the improved market and employment situations by "unneeded price boosts" and "excessive wage demands."

President Johnson gave warning that he would not hesitate to use the powerful weapon of "public attention" to prevent inflationary price and wage increases. Public attention was the method used by the late President Kennedy in forcing the steel companies in 1962 to cancel increases they had announced in the price of steel.

Immigration Higher in 1963

The total number of immigrants destined for the labour force who arrived in Canada in 1963 was 45,866, compared with a total of 36,748 in the preceding year, according to the Department of Citizenship and Immigration. Wives and children, and others not destined for the labour force, totalled 47,285, compared with 37,838 in 1962. Total immigration in 1963 was thus 93,151, compared with 74,586 in 1962.

In Parliament Last Month

Speech from the Throne—A measure to establish minimum wages, maximum working hours, statutory holidays and other labour standards for industries under federal jurisdiction will be introduced during the second session of the 26th Parliament, it was announced in the Speech from the Throne at the opening of the session on February 18.

"A variety of measures which will further increase employment and raise the standard of living by strengthening and expanding the primary and secondary industries of Canada" was also forecast.

Other legislation of interest to labour forecast in the Speech included:

—Establishment of a comprehensive system of contributory pensions.

—Reform of the public regulation of the railways so as to facilitate the adaption of the railway system to present and future needs.

—Arrangements to allow university students in need of such assistance to obtain loans without paying interest during the years of study.

—Major amendments to the National Housing Act.

—Establishment of a 12-mile limit for the use of Canadian fisheries.

—Measures to help in the improvement of farms and farm income, to strengthen the position of periodicals published in Canada, and to establish an age of retirement from the Senate.

The Speech said the Government will attempt to make its full contribution to fostering the full employment of the Canadian people and the efficient growth of the economy.

Pension Plans in Canadian Industry

Survey finds 72 per cent of non-office and 88 per cent of office employees surveyed were in plants with a pension plan

A substantial number of employees in Canadian industry work in establishments that have some kind of pension plan.

The annual survey of working conditions conducted each May by the Economics and Research Branch, Department of Labour, a report on which has just been released (see box), found that of the 1,541,163 non-office employees in the May 1963 survey, 72 per cent were in establishments reporting a pension plan; of the 681,658 office employees, 88 per cent were in establishments with a pension plan.

Eighteen per cent of the non-office employees covered by the survey did not have to contribute to the pension plan in their establishments; 54 per cent were in establishments with contributory plans.

In Ontario, a higher proportion of employees than in any other province were in plants where the employer pays the whole cost of the pension plan. Of the total non-office employees in Ontario covered by the survey, 27 per cent were in plants with a non-contributory plan; of office employees, 15 per cent.

A tabulation, by province, of the survey returns relating to pension plans, for office and non-office employees, appears on page 189.

Non-Office Employees

By Province. An analysis by province shows that Saskatchewan had the highest proportion—82 per cent—of non-office employees in plants where a plan was in effect; Manitoba came next with 77 per cent, and Ontario third with 76. New-

foundland, with 60 per cent, had the smallest proportion. Quebec had 65 per cent.

Regarding the contributory type of plan, in which the cost is shared by employer and employees, the proportion of the non-office employees in the survey who actually participated in such a plan was 36 per cent.*

By provinces, Saskatchewan again led in the proportion of non-office employees actually participating in contributory pension plans, with 61 per cent. Manitoba was second with 48 per cent, and New Brunswick came third with 46 per cent. Quebec had 36 per cent and Ontario 32 per cent.

But Ontario led in the proportion of employees in reporting units† with a non-contributory plan. Of the Ontario non-office employees covered by the survey, 27 per cent were in such plants; 49 per cent were in establishments with a contributory plan. In Saskatchewan, the percentages were 4 and 78; in Manitoba, 6 and 71; and in Quebec, 13 and 52, respectively.

Taking the country as a whole, the most common period of service required to become eligible to participate in a contributory plan was one year; 14 per cent of total

* Owing to service requirements, not all employees in an establishment where a pension plan is in force are eligible to benefit by the plan.

† The term "reporting unit" refers to an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus the reporting unit is typically a factory, mine, store or similar unit; although in most cases it is a separate firm, it should be noted that the term "reporting unit" is not necessarily synonymous with "firm" or "company".

Working Conditions in Canadian Industry, 1963 has just been issued by the Economics and Research Branch, Department of Labour. The 220-page report contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, pension plans, group life insurance, sickness and accident leave benefits, educational assistance and the proportion of employees covered by collective agreements.

The report is divided into two parts, one for non-office and one for office employees. Both parts are presented on an area basis and an industrial basis. For Canada and each of the provinces the information refers to the total industrial composite. In addition, data are presented for some 40 individual industrial divisions on a Canada basis.

The report presents information obtained in the Department's annual survey of working conditions conducted at May 1, 1963. The survey covered some 20,000 employers with a total of 2,222,821 employees, 1,541,163 non-office employees and 681,658 office employees.

The bilingual report is available from the Queen's Printer (Catalogue No. L2-1563) at 35 cents a copy.

non-office employees needed this length of service. The next most common period was three months or less (percentage of employees, 12). Only 1 per cent of the employees were in plants where the qualifying period was more than five years.

By Industry. Particulars of survey coverage are based on a wide range of non-agricultural industries, including 8,494 establishments in manufacturing, with 853,647 non-office employees. Forestry, construction, water transportation and government service (except municipal works departments) are not covered.

In manufacturing, the percentage of the total number of non-office workers in the survey who were employed in plants where a pension plan was in effect was 69 per cent, made up of 23 per cent under a non-contributory and 46 per cent under a contributory plan. Of the total number of employees in all establishments reporting a pension plan, 28 per cent actually participated in a contributory plan.

The most common length of service required for participation in a contributory pension plan, as shown by the number of employees in the units reporting as a percentage of the total number of employees in the survey, was one year (15 per cent), with two years the next most common (11 per cent).

The percentage of the total employees in establishments in the manufacturing industry that reported a pension plan ranged from 20 per cent in Sash and Doors to 100 per cent in Tires and Tubes. All the employees in the latter industry were under a non-contributory plan.

Office Employees

By Province. As was the case with non-office workers, Saskatchewan was the province with the highest percentage of office employees in establishments where a pension plan was in force, viz., 93 per cent. Manitoba was second with 91 per cent, and Alberta third with 90 per cent. Ontario had 89 per cent and Quebec 86. Newfoundland, with 76 per cent, had the lowest proportion.

Among establishments that had a pension plan, the country-wide proportion of 88 per cent was made up of 13 per cent in establishments where the employers paid the whole cost of the plan and 75 per cent in those where the cost was shared by employers and employees.

In Saskatchewan, only 4 per cent of the employees were in establishments where the employer pays the whole cost, and 89 per

cent in plants where the employee contributes. In Manitoba, the percentages were 5 and 86, and in Alberta, 5 and 85. In Ontario, 15 per cent were in establishments where the plan was non-contributory; 74 per cent, where the plan was contributory. In Quebec, the percentages were 14 and 72.

As a proportion of the total number of 681,658 office employees, those who were participants where a contributory plan existed amounted to 65 per cent in Saskatchewan, 58 per cent in Alberta, 57 per cent in Manitoba, 47 per cent in Quebec and Ontario, and 49 per cent in the whole country. The lowest percentage was 46 in Newfoundland.

Apart from the generally higher proportion of office employees who were in establishments where a pension plan was in effect, the most conspicuous difference between office and non-office employees was in the proportion employed in establishments where a non-contributory plan was in effect: 13 per cent of office employees, and 18 per cent of non-office employees.

In five provinces, the percentages for establishments where the plan was non-contributory were 5 per cent or less. The provinces in which the non-contributory percentages were highest were Ontario (15 per cent) and Quebec (14 per cent).

In Canada as a whole, three months or less was the most common qualifying period under contributory plans (24 per cent of employees), and one year was the next most common (23 per cent).

By Industry. The survey of office employees in manufacturing, covering a total of 263,814 workers in 8,213 reporting units, showed an aggregate of 85 per cent of the employees in the survey were in reporting units covered by a pension plan. This percentage was made up of 17 per cent in units with a non-contributory, and 68 per cent with a contributory plan. Employees actually participating in a contributory plan amounted to 46 per cent of the total.

The most common length of service required to qualify for participation in a contributory plan was one year (in plants with 27 per cent of the total employees), and the second most common period was two years (14 per cent).

The percentages for the various industries were similar to those for the non-office employees, except that all percentages were higher. The percentages of employees in units reporting a pension plan in the various industries ranged from 36 in Sash and Doors to 100 in Tires and Tubes.

PENSION PLANS IN CANADIAN INDUSTRY, 1963, BY PROVINCE

Non-office Employees

	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
SURVEY COVERAGE											
Total number of reporting units.....	19,830	258	82	688	516	4,743	8,187	1,146	777	1,404	1,991
Total number of employees.....	1,541,163	18,880	2,436	44,104	33,557	429,360	685,181	75,850	34,622	75,654	139,386
Employees in establishments reporting:											
A pension plan.....	72	60	63	67	74	65	76	77	82	75	71
Non-contributory plan (employer contributes only).....	18	6	9	20	8	13	27	6	4	7	11
Contributory plan (joint employer and employee contributions).....	54	54	54	47	66	52	49	71	78	68	60
CONTRIBUTORY PENSION PLANS											
Employee Participation in Plan:											
As a percentage of the total number of employees in all establishments (line 2, above).....	36	38	37	37	46	36	32	48	61	45	36
Length of service required to participate in plan:											
3 months or less.....	12	26	24	11	19	8	10	25	28	16	11
4 to 11 months.....	9	18	4	14	16	13	7	13	13	12	8
1 year.....	14	4	9	10	12	17	13	10	19	19	16
2 years.....	8	3	12	7	9	10	8	10	6	8	5
3 years.....	5		3	3	6	3	5	2	3	3	14
4 years.....											
5 years.....	5	3	1	1	3	5	5	10	1	9	5
more than 5 years.....	1		1	1	1	1	1	1		1	1

Office employees

	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
SURVEY COVERAGE											
Total number of reporting units.....	18,176	243	72	824	451	4,286	7,548	1,046	689	1,293	1,791
Total number of employees.....	681,688	6,631	1,132	14,930	10,920	187,335	317,858	34,574	16,230	40,997	53,602
Employees in establishments reporting:											
A pension plan.....	88	76	8	85	86	89	89	91	93	90	88
Non-contributory plan (employer contributes only).....	13	4	3	11	6	4	15	5	4	5	12
Contributory plan (joint employer and employee contributions).....	75	72	79	74	79	72	74	86	89	85	76
CONTRIBUTORY PENSION PLANS											
Employee Participation in Plan:											
As a percentage of the total number of employees in all establishments (line 2, above).....	49	46	49	50	56	47	47	57	65	53	48
Length of service required to participate in plan:											
3 months or less.....	24	42	40	29	42	19	21	41	47	27	31
4 to 11 months.....	9	16	8	11	14	7	10	6	3	12	4
1 year.....	23	6	19	23	17	27	21	20	23	34	23
2 years.....	9	4	8	7	7	10	10	9	4	6	6
3 years.....	5	1	2	3	4	5	6	3	2	2	8
4 years.....											
5 years.....	5	3	2	1	7	4	5	7	1	4	3
more than 5 years.....											1

Note: All percentages in this table are proportions of the number of employees given under survey coverage, shown at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

46th Annual Meeting of the Canadian Construction Association

Committees report progress in labour-management relations, new approaches to apprenticeship training. Support is urged for Labour College of Canada and for study of welfare plans

Progress in labour-management relations and new approaches to apprenticeship training were reported to delegates attending the 46th annual meeting of the Canadian Construction Association, held in Toronto on February 2-5. Reports by the Labour Relations Committee and the Apprenticeship Training Committee were among those given by 13 standing committees of the Association. More than 900 delegates and guests attended.

Among recommendations of the Labour Relations Committee were that "sympathetic and if possible material support be given to the Labour College of Canada" and that Association affiliates carry out a careful study of welfare plans. The Apprenticeship Training Committee proposed the indenturing of apprentices to "Joint Committees" and recommended pre-employment training among its proposals.

William Ladyman of Toronto, Vice-President, International Brotherhood of Electrical Workers, speaking on "Multi-Trade Bargaining and Provincial Agreements," told delegates that from the union's point of view, multi-trade-union bargaining has many disadvantages, but that the craft unions in Canada are favourably inclined to agree with multiple-employer bargaining. Such approach, however, could not be developed overnight, he added.

T. C. Higginson, President, Engineering Institute of Canada, Saint John, N.B., speaking on the ties between the EIC and the CCA, emphasized the increasing importance of education.

Dr. J. A. Corry, Principal, Queen's University, Kingston, Ont., spoke on "The Nation and the Universities," and M. L. Baxter of M. L. Baxter Ltd., Toronto, addressed the delegates on university education for the construction industry, and described the curriculum of an industrial engineering course at the Nova Scotia Technical College, especially the option dealing with construction methods and materials.

Delegates approved changes in some 14 standing resolutions expressive of CCA policy and added two new ones. Among the total of 25 resolutions were recommendations that:

—Provincial Governments should introduce and enforce compulsory tradesmen's qualification legislation for the construction industry.

—Labour legislation should be revised by the federal Government, and by provincial Governments that have not yet done so, "to provide for conditions governing the construction industry."

—Wherever practicable, materials and equipment marked "Canadian-made" should be specified for construction by all concerned.

—Federal and provincial Governments should develop more effective incentive policies in order to encourage economic growth.

In the address by their President, delegates heard the federal Government criticized for its sales tax on many construction materials and equipment previously exempted. This could jeopardize the record capital expenditures that had been forecast for this year, he told them.

The Association elected Donald H. Jupp of Toronto as President for 1964, to succeed T. A. Somerville. Mr. Jupp is President, Pilkington Brothers (Canada) Ltd.

President's Address

In his address to the meeting, outgoing President T. A. Somerville said the construction industry had completed a record program in 1963—with a value in excess of \$7,600,000,000. He criticized the federal Government for its sales tax on many construction materials and equipment, saying it may affect the record capital expenditures projected for this year.

He was concerned about the future; some of the problems the industry and the country faced were: greater government control accompanied by increased spending and higher taxes, too much construction work being performed by government forces and forces of government agencies and commissions, and smaller profits ahead and more and larger bankruptcies. He also saw "greater and often irresponsible demands from labour," and lower standards of workmanship.

Mr. Somerville criticized the application of the federal sales tax to many construction materials and equipment previously exempted. "This federal sales tax policy was completely unexpected and at variance with stated government policy objectives designed to increase the rate of economic development, and is working against the efforts of some ministries endeavouring to expand trade," he asserted. He added that the record capital expenditure program for 1964 may be jeopardized by this sales tax.

He also criticized on several grounds the construction carried out by government departments or agencies in competition with private industry. They were exempt from many taxes, and could not deal with the problems of the changing conditions in the industry the way the construction industry could.

Referring to profits, he said that between 1951 and 1961, corporate sales increased 98 per cent but profits after taxes increased only by 4.3 per cent. Many concerns operating at too low a profit had disappeared, he pointed out.

He said there was an increasing amount of irresponsible competition within the industry; some operators declared one bankruptcy after another, he asserted, stating that our laws "are disgracefully lacking in this regard."

Another worry of the industry was the lower standard of workmanship, the President said. Everybody demanded excellence from everyone else, but it was necessary for all in the industry to live up to their responsibilities, he stressed.

Committee Reports

Labour Relations Committee—The Labour Relations Committee, among other recommendations in its report to the meeting, proposed that "sympathetic and if possible material support be given to the Labour College of Canada"; that undertaking closer contact with labour groups would result in a better understanding of problems, which in turn would create a mutual respect and provide more stable relations; and that affiliates carry out a careful study of welfare plans.

As to welfare and education assistance plans, the committee held up the Montreal district as a good example to follow. The 1964 budget for the Montreal construction industry included \$600,000 in apprenticeship grants and \$5,000 in scholarships for university courses.

The committee also pointed out its success in paving the way in Canada for joint (labour-management) presentations to governments. Three such briefs had been presented.

Support of research in construction labour relations had started to produce results, the committee reported. Part I of the first of three studies was published last November under the auspices of the National Research Council. It is entitled: "Manpower Utilization in the Canadian Construction Industry," and represents essential prerequisites for Part II, which deals with economic hours of work and work weeks, and which the committee expected would be published soon by the University of British Columbia.

In addition, the CCA has co-operated closely with the author of a McGill University Ph.D. study on the "Effects of the Quebec Collective Agreement Act in the Province's Construction Industry from 1935 to 1960." It is to be published this year, in English by McGill and in French by Laval University.

The committee reported also that Peter Stevens, the Association's Director of Labour Relations, had spent several weeks in Western Europe last summer to research construction labour relations in West Germany, Sweden, Belgium, France and the United Kingdom.

In addition, it reported that one-day locally conducted seminars at the invitation of affiliates took place at 22 centres and were attended by more than 500 construction executives. The offer is being repeated this year.

Apprenticeship Training Committee—Reporting on its activity for 1963, the Apprenticeship Training Committee offered the conclusions that:

1. The indenturing of apprentices to "Joint Committees" could help to create more employment opportunities for apprentices.

2. Compulsory tradesmen's qualification legislation is a highly desirable prerequisite for the required increased employment of indentured apprentices.

3. Financial incentives would likely encourage construction employers to employ greater numbers of indentured apprentices.

4. Pre-employment training of apprentices is highly desirable.

5. More publicity, guidance and counselling on the advantages of apprenticeship training in the construction industry are essential.

6. Care should be taken to attend to the need to up-grade the existing construction labour force before adding additional helpers to it through training programs for the unemployed.

Reviewing its work and developments during the past year, the committee pointed out that the Association had decided to accelerate its activities to promote apprenticeship training after having concluded that employment opportunity, increased production, and improved workmanship were becoming more and more dependent on the

education and trade training of the Canadian labour force. As a result, a nationally representative committee was appointed. It held three meetings during the year and issued four "Training Topics" bulletins, including two on recent apprenticeship and trade training developments in Western Europe.

Particular attention was paid to the development of supervisory training.

Multi-Trade Bargaining and Provincial Agreements

Address by William Ladyman, I.B.E.W., to CCA Annual Meeting

From the union's point of view, "there seems to be little disadvantage to multi-employer bargaining" but multi-trade-union bargaining has numerous disadvantages, especially in the more highly skilled crafts, William Ladyman of Toronto, Vice-President, International Brotherhood of Electrical Workers, told the annual meeting of the Canadian Construction Association in an address on "Multi-Trade Bargaining and Provincial Agreements."

"There is a very real fear that the wage differentials between the trades will be reduced to the benefit of the less-skilled and less-highly paid craftsmen," he added.

Multiple bargaining is an involved concept, Mr. Ladyman said. His union has agreements that cover as many as four states in the United States. These agreements are between a number of employers, represented by an employers' association, and more than one local union. He stressed that the employers are specialized contractors, for the most part employing only electricians, and that the unions are all locals of the same international union representing only one craft. He continued:

These two points are extremely important, since the concept of multi-employer and multi-trade bargaining expressed in the Goldenberg Commission's Report [L.G. 1962, p. 778] deals with a much broader form of agreement. The multi-employer form of bargaining in Canada takes on a different form from that in the United States because of the wider use of general contractors. By this we mean contractors who bargain with a number of trade unions rather than one trade.

Eventually, multi-trade bargaining could create an industrial type of union in each bargaining situation, with the submersion of the crafts as has been found in the United States upon the emergence of District 50 of the United Mine Workers in the construction field, he said. "I would be less than honest with you, gentlemen, if I were to suggest the trade unions in Canada

Assisted by the federal Department of Labour's Technical and Vocational Training Branch, a small CCA advisory committee had started to define and analyse the job of "construction superintendent." When completed this summer, this analysis will be made available to local advisory committees of affiliates for developing, in conjunction with their provincial or local education authorities, a syllabus suited to their needs.

are about to accept this concept at this time or in the foreseeable future," he declared.

And on multiple-employer bargaining the speaker explained his views thus:

... I will say this, the craft unions in Canada are very favourably inclined to agree with the idea of multiple bargaining. The entire question is being considered very carefully by the different organizations and I have no doubt that in the years to come, some workable arrangement will be devised. If it is good for the industry it will be done, but it is not going to be accomplished overnight, and it must be done on the basis of Canadian conditions.

There are actually many forms of multiple bargaining in Canada today, he asserted. The railway industry provides one example of what his union does not want in the construction trades—to have all mechanical tradesmen grouped in one classification, known as Mechanic, with the same wage rate and same conditions. He pointed out this had caused much resentment, as the identity of a craft was lost, and it had two other bad effects: difficulty in getting competent tradesmen and in holding apprentices in railway service once they finish their training.

As a completely different example of multiple bargaining in Canada the speaker listed the Allied Construction Council serving the construction workers employed by the Ontario-Hydro-Electric Commission. Here most of the railways' disadvantages from labour's standpoint are absent. The Pine Point Project in the Northwest Territories is also a good example.

The speaker asserted that it was a fallacy to approach multiple bargaining on the basis of equalization of working conditions, reducing higher rates to improve the lower ones, and so on, as this "very effectively will destroy the concept of multiple bargaining before it begins." Craftsmen are proud of their trade and their history, and do not want to sacrifice the gains they have made for this form of bargaining, he said.

As to bargaining on a province-wide basis, an important consideration is the independent character of local unions. The International Brotherhood of Electrical Workers has 18 local union areas in Ontario, he emphasized, and if a province-wide negotiating team were to be formed, all of them would want some representation on it. "Multiply this by all building trades

unions and I am sure you will agree negotiations could be very difficult."

Mr. Ladyman believed that most officers of building trades unions saw merit in provincial agreements, but union constitutions differ and memberships must be convinced of their value. In addition, he pointed out that the contractors themselves would have to be convinced, and that all these things would take time.

OFL Education Conference

Speakers advise union movement to be flexible and receptive to change, to subordinate own interests to welfare of society

Tradition, past practice and history may act as a dead weight on the labour movement unless the trade unions recognize the need for flexibility in a period of rapid change, Gower Markel, Education Director of the United Steelworkers, told an education conference in Niagara Falls last month sponsored by the Ontario Federation of Labour.

The labour movement, like other institutions, he said, must be flexible and receptive to change under the pressure of new developments. The problem was how to bridge the gap between the past and the present and future.

William Smith, President of the Canadian Brotherhood of Railway, Transport and General Workers, another speaker, said unions should start today on the path to subordinating their own interests to the welfare of society as a whole. He remarked that this was what they would have to do if they ever succeeded in building a political party that attained power on the strength of its promise to establish an equitable society.

Mr. Smith thought that unions should not reduce political pressure for desirable social legislation in favour of economic pressure at the bargaining table for welfare measures that would benefit union members only.

A similar view was expressed by Dr. John Rich, a Toronto psychiatrist and lecturer, when he said that the important question for unions to ask themselves was not what unions could best achieve for their members, but what was the best sort of society they could help to establish, "and then throw their full weight behind the necessary political and legislative changes."

Dr. Rich argued that trade unionists should be prepared to challenge the individualistic attitude in society. Corporations were not restricted in any move they made

toward specialization, but they accepted no obligation to retrain or replace workers who were thus made redundant, he said.

Although society demanded a high degree of skill, free education was provided for only a very limited range of persons. "Having made it impossible for the man who suffers from a low intelligence, or from skills which are no longer required, to gain an adequate income, we resentfully give him a minimum amount of welfare possible and blame him for being lazy," Dr. Rich asserted.

Automation

With reference to automation, Giles Endicott, Research Director of the United Packinghouse Workers, said: "Automation requires that we change the basic concept of no-work-no-pay. Seditious as it may seem, and however counter to Calvinistic ethics, we must accept the principle of income unrelated to work." Although shorter work weeks without loss of take-home pay have become an accepted form of income without work, he said, he proposed pay for "non-work" at the plant or community centre.

Company directors should be elected by employees as well as by shareholders, said Dr. Donald J. Clough, Secretary of the Ontario Foundation of Automation and Employment. He suggested that such joint elections would change the master-servant relationship and bridge the ever-present gap between management and labour. Saying that what he was advocating was "a rather drastic adjustment of the capitalist philosophy," he argued that corporate enterprise was one of the few undemocratic institutions remaining in the western world.

He suggested that in their bargaining, public relations and political activities, unions could aim at the achievement of true industrial democracy.

Industrial Safety

R. G. D. Anderson, General Manager of the Industrial Accident Prevention Associations, Toronto, said that instead of encouraging union members to listen to the advice of employer-sponsored safety associations, unions had been "screaming from the sidelines" about not being represented on the Association's boards. He said that, except for executive committee and board meetings, IAPA meetings were open to the public. "Why haven't you taken advantage of these meetings?" he said.

Jack Cauley, Vice-Chairman of the Ontario Workmen's Compensation Board, said that some employers kept injured workers at full pay and then found an excuse to lay them off. This meant that the company's record of compensatable accidents was better than it otherwise would have been, and that its rate of assessment for workmen's compensation did not go up.

Organized labour had a commendable social record in fighting for national or provincial medical care plans, improved housing for low income groups, and for a contributory national plan, but it had done little to open the doors of the labour force for the handicapped, said David Archer, President of the OFL. The unions ought to consider revising seniority procedures to conform to conditions imposed by automation and relocation of plants, he contended.

"Disemployment Fund"

"Automation is inevitable . . . Yet such progress means fewer jobs," said M. J. Fenwick, an OFL vice-president and

Assistant to the Director of District 6 of the United Steelworkers. "Automation threatens our traditional work-for-pay relationship. A new means of distributing purchasing power must be found."

The speaker suggested that employers who introduced automation should be made to pay an automation disemployment tax, which would be used to form a fund that could be drawn on to help pay full wages to employees laid off work. "Permanent or temporary loss of jobs due to automation should be treated as a major industrial and occupational injury, and should be compensated accordingly by full wages for the full period of disemployment," he said.

Mr. Fenwick disagreed with the "misplaced impartiality" with which "we provide equal welfare benefits for the poor and the rich, despite the wide economic imbalance between the two groups." He argued that social security payments should be confined to Canadians earning up to \$6,000 a year, and those earning more should "pay their own way."

Among other proposals by Mr. Fenwick were:

- A plan to "build the nation" through an economic development plan.

- A manpower development agency that "would be charged with job placement authority, training and retraining manpower, research need for new jobs and developing new skills."

"The general public too must be re-educated to accept the proposition that vocational and technical education is not demeaning and does not represent a downgrading in social status," he said.

Second Nova Scotia Labour-Management Study Conference

Two recommendations regarding amendments to the Nova Scotia Trade Union Act made at the second Joint Labour-Management Study Conference at Dalhousie University in November (L.G., Dec. 1963, p. 1069) dealt with unfair labour practices and with voluntary conciliation boards.

The recommendation concerning unfair labour practices proposed that jurisdiction in such cases should be transferred from the courts to the Labour Relations Board. The Board would inquire into an alleged violation, and if unable to settle it, would issue an order; such an order would be filed with the Supreme Court of Nova Scotia and would become enforceable as an order of the court.

The recommendation regarding voluntary conciliation boards proposed that con-

ciliation boards should be appointed only if requested by both parties to a dispute. If both parties applied for a board, the Minister would be obliged to appoint one, but otherwise no board would be appointed. The Minister would cease to have the discretionary power he now has in the appointment of boards.

The recommendation that would increase from seven to twenty-one days the period that must elapse before a strike or lockout may be called would apply only in cases where a conciliation board was not appointed. When a board was appointed, the period would remain seven days after receipt of a conciliation board report. The December LABOUR GAZETTE, in describing this proposed amendment, did not make this distinction clear.

Trustees Plan to Establish Advisory Council of Seamen

The Board of Trustees of the Maritime Transportation Unions has issued two directives, one calling on the five unions under trusteeship to nominate members from which an advisory council of seamen will be established, the second telling the unions they are to keep the trustees informed on all developments leading to contract signing.

Until now, the five unions have bargained on their own. Under the new system, the unions will continue to formulate their demands but will require trustee authority before signing any contract.

Representation has been requested from the various unions on the basis of union strength. The trustees will then select from this delegation the members who will form the seamen's advisory council.

The seamen's council is designed, among other things, to create a more uniform approach to the problems of the industry and to the relationship between seamen—Great Lakes and coastal—on the one hand and management on the other.

In January, at the request of the Board of Trustees, a comparable body representing management met with the trustees. It was the largest and most representative delegation by ship management in Canada since the early 1930's.

The major contracts currently in force between management and the Seafarers' International Union and the Canadian Maritime Union, representing unlicensed deck and engineroom crews, terminate at the end of May.

The SIU, largest of the five unions under trustee management and control, has informed the trustees that 42 contracts could be opened this spring but that no decision to do so has yet been reached.

The directive concerning the seamen's council quotes the trustees' belief that the time has come when such a council to represent the unions in the industry could be most helpful to the trustees and to the unions' membership.

"You are requested to nominate members and submit their names to us without delay," the directive said. "Though frequent meetings of the council may not be necessary, such meetings are likely to be better attended if nominations are generally confined to the Great Lakes and Upper St. Lawrence-Quebec City area."

The second directive suggests that, where appropriate, "each union will give notice of 'agreement opening', prepare its program of negotiations and objectives and fulfil its collective bargaining procedures in the normal fashion.

"Copies of all notices and other documents prepared for these purposes are to be forwarded to the trustees on the date of preparation or issue. But no agreement is to be finally concluded and signed before it has been approved by the trustees." Furthermore:

"In order to provide sound advice, the trustees will need to be represented in many negotiations and should, therefore, be kept informed as to the place of meeting and progress with the management bodies directly concerned."

Trustee Judge René Lippé explained the steps are part of the over-all role of the trustees to restore democratic order in the nation's shipping industry. The manner of the action also is designed to follow the principle established by the trustees at the outset of their assignment: to interfere as little as is necessary in the day-to-day functions of the unions, he said.

Handicapped Businessmen Successful

Two Nova Scotia paraplegics succeed with bookbinding shop staffed by other handicapped, have now opened another branch

Ten years ago, two Montreal men, paraplegics as a result of war injuries, decided to settle in Port Joli, N.S., about 14 miles from Liverpool. This decision was to have far-reaching effects for the handicapped of the province and resulted in considerable savings for the Nova Scotia Government.

The two men, Charles Kelsey and George Whalley, about a year ago opened a bookbinding shop in an inconspicuous building next to a lumber yard in Liverpool. They started with three employees, all handicapped persons. The business expanded rapidly, until 12 persons were on the payroll in the Liverpool shop. A branch was opened in New Glasgow, where another 12 handicapped persons are employed.

Messrs. Kelsey and Whalley hope to expand to New Brunswick soon and have made inquiries in other areas with a view to further development.

Before opening the shop, the partners had obtained a concession from the provincial Department of Education to repair school text books, which, up to that time, had been thrown out. The Department estimates that rebinding prolongs the life of each text book at least two years.

With normal use, a hard-cover book will last for three or four years, and the cost of rebinding is considerably less than the cost of replacement. Both Department officials and school inspectors are extremely pleased with the work being done by K and W Enterprises, as the firm is called.

Although repair and binding of school texts constitute the bulk of work done by the shop, its services are being used by an increasing number of private concerns.

"This is no welfare organization," says Mr. Whalley. "We treat our employees like anyone else and we expect the same kind of treatment. There are no concessions, and if an employee doesn't measure up, he is fired."

Each person is placed on a two-week probation period at the beginning of employment, and if, at the end of that time, both employee and employer are satisfied, the person stays. This two-week trial period is essential, because many of the new employees have never worked before, and a period of assessment and adjustment is necessary. Included on the payroll are a

number of paraplegics, arthritics, retarded persons, polio cases, amputees, arrested tuberculosis cases, and others. They range in age from 19 to 57 years.

The staff works a full eight-hour day. The starting wage is 75 cents an hour, with a raise of 10 cents an hour at the end of three months, and a bonus arrangement based on total shop production.

In a sense, the shops of K and W Enterprises are training centres, as it is the aim of the managers to train workers qualified to compete for employment as book binders in any firm of this type. It was one of the first workers trained at the Liverpool shop who was placed as foreman when the branch was opened in New Glasgow.

A Successful Manitoba Placement

Rosaire Dufault, stricken with polio in his early teens and now confined to a wheelchair, is the first handicapped employee that Allied Farm Equipment, Ltd., has taken on its staff. Through efforts of a placement officer of the Society for Crippled Children and Adults of Manitoba, the accredited provincial government rehabilitation agency, Mr. Dufault secured a job with the firm as a Telex operator and stock record clerk in January 1963.

During his year of service, he has had two raises, and the management is so pleased with his work that four more handicapped persons have been added to the staff.

Other handicapped workers serving efficiently with the firm include a clerk-typist. A young man has been hired as inventory clerk by the associate firm of Alco Equipment, Ltd. The company as a whole is now considering the practicability of employing handicapped men and women.

Mr. Dufault had been placed in the workshop of the Society for Crippled Children and Adults of Manitoba and there received training in various phases of office routine and was given the opportunity to perfect his typing skill.

"He is very efficient," says the manager. "We had an unusually busy summer in 1963 and he worked early and late. He is cheerful and obliging and is well liked by his fellow workers."

Last spring, Mr. Dufault bought a car, specially fitted for him to operate, and is now able to drive himself to and from work.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Total civilian labour force (a).....(000)</i>	February	6,690	- 0.1	+ 3.0
Employed.....(000)	February	6,223	- 0.1	+ 4.6
Agriculture.....(000)	February	570	- 0.5	+ 7.1
Non-agriculture.....(000)	February	5,653	- 0.1	+ 4.3
Paid workers.....(000)	February	5,130	- 0.2	+ 3.8
At work 35 hours or more.....(000)	February	5,279	+ 0.1	+ 3.4
At work less than 35 hours.....(000)	February	763	- 3.3	+11.7
Employed but not at work.....(000)	February	181	+ 7.7	+ 9.7
Unemployed.....(000)	February	467	+ 0.2	-14.3
Atlantic.....(000)	February	73	+ 1.4	-16.1
Quebec.....(000)	February	176	+ 1.7	-12.0
Ontario.....(000)	February	115	- 4.2	-14.8
Prairie.....(000)	February	56	+ 3.7	-21.1
Pacific.....(000)	February	47	0.0	- 9.6
Without work and seeking work.....(000)	February	438	+ 2.3	-14.5
On temporary layoff up to 30 days.....(000)	February	29	-23.7	-12.1
<i>Industrial employment (1949=100).....</i>	December	125.4	- 2.5	+ 4.3
Manufacturing employment (1949=100).....	December	116.0	- 2.2	+ 4.6
<i>Immigration.....</i>	Yr. 1963	93,151	—	+24.9
Destined to the labour force.....	Yr. 1963	45,866	—	+24.8
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	February	46	+253.8	+24.3
No. of workers involved.....	February	7,957	+353.1	+13.6
Duration in man days.....	February	82,140	+278.0	+ 9.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	December	\$81.77	- 3.4	+ 4.2
Average hourly earnings (mfg.).....	December	\$ 2.01	+ 1.5	+ 3.6
Average hours worked per week (mfg.).....	December	38.1	- 8.2	+ 2.1
Average weekly wages (mfg.).....	December	\$76.77	- 6.3	+ 6.1
Consumer price index (1949=100).....	February	134.5	- 0.2	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	137.1	- 6.2	+ 4.4
Total labour income.....\$000,000.	December	1,842	+ 2.2	+ 8.8
<i>Industrial Production</i>				
Total (average 1949=100).....	January	202.2	+ 1.0	+10.4
Manufacturing.....	January	174.1	- 0.2	+ 9.6
Durables.....	January	181.4	+ 1.6	+11.0
Non-durables.....	January	167.8	- 1.9	+ 8.3
<i>New Residential Construction (b)</i>				
Starts.....	February	6,015	-27.6	+56.0
Completions.....	February	8,029	+28.7	+24.9
Under construction.....	February	78,915	- 2.7	+41.4

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Employment and Unemployment, February

An estimated 6,223,000 persons were employed and 467,000 were unemployed in February, virtually the same as in January. During this period in previous years, employment has usually declined somewhat and unemployment has tended to rise.

Employment was up 272,000, or 4.6 per cent, from a year earlier, and unemployment was down 78,000. The labour force at 6,690,000 was 194,000, or 3.0 per cent, higher than in February 1963.

Unemployment in February represented 7.0 per cent of the labour force, compared with 8.4 per cent in February 1963 and 9.1 per cent in February 1962. In January the unemployment rate was 7.0 per cent.

Seasonally adjusted, the February unemployment rate was 4.7 per cent, down from 4.9 per cent in January and 5.7 in February 1963.

Employment

Between mid-January and mid-February, employment was well maintained in construction, forestry, transportation and agriculture. All these industries usually experience declines during this period.

The construction industry in particular registered a smaller-than-seasonal decrease, aided in part by unusually mild weather in most parts of the country. Stimulated by the government incentive program for winter house building, activity in residential construction remained at a very high level.

Compared with a year earlier, non-farm employment was up 234,000. The largest increases occurred in service, manufacturing and trade. Agricultural employment was 38,000 higher than in February 1963; most of the increase was in the Prairie Provinces.

The number of women employed increased by 138,000, or 8.2 per cent, over the year; almost three quarters of the increase was among married women. The number of employed men was higher by 134,000, or 3.1 per cent, from the total a year earlier; married men accounted for nearly two-thirds of the increase.

Employment was considerably higher than a year ago in all regions, except in the Atlantic region, where it showed little change. Particularly large gains, amounting to 6.4 per cent and 6.1 per cent respectively, took place in Quebec and British Columbia.

Unemployment

Unemployment was virtually unchanged between January and February; in most previous years it has increased during this period. The February estimate of 467,000 was 78,000 lower than a year earlier, almost all of the decrease being among men.

Of the 467,000 unemployed, some 328,000, or more than two-thirds of the total, had been unemployed for three months or less. An estimated 89,000 had been seeking work for four to six months, and 50,000 for seven months or more.

Unemployment rates were lower than a year ago in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	February 1964	February 1963	February 1964	February 1963	February 1964	February 1963	February 1964	February 1963
Metropolitan.....	6	8	6	4	.....	.....	.....	.....
Major Industrial.....	13	15	11	11	2	.....	.....	.....
Major Agricultural.....	5	7	9	7	.....	.....	.....	.....
Minor.....	28	39	26	16	3	2	.....	.....
Total.....	52	69	52	38	5	2	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster-Mission City Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham-Granby Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow ROUYN-VAL D'OR ← Shawinigan Sherbrooke Sydney Trois Rivières	→ NIAGARA PENINSULA Brantford Kingston London Oshawa Peterborough Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agricultural)	Charlottetown Prince Albert Rivière du Loup Thetford-Lac Megantic- Ville St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls Kentville LINDSAY ← Montmagny Newcastle Okanagan Valley PORTAGE LA PRAIRIE ← Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville-Trenton Brampton Central Vancouver Island Cranbrook Dawson Creek Drumheller Fredericton Goderich Kamloops Lachute-St. Therese Listowel Medicine Hat North Bay Owen Sound Pembroke → PRINCE GEORGE- QUESNEL Prince Rupert Sault Ste. Marie Simcoe Swift Current St. Hyacinthe St. Jean ST. THOMAS ← Trail-Nelson Walkerton Weyburn	Galt Stratford Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June 1963 issue.

Socio-Medical Problems of Working Women

As more and more women combine work outside home with family life, their social and medical problems demand special study

In most countries of the world, with the growth of industrialization, more and more women at various periods of their lives are being employed outside the home. Moreover, an increasing proportion of these women, especially those who are married, do a double job, combining the responsibilities of both family and work.

Although questions associated with the use of woman-power are primarily matters of labour policy, in the field of occupational medicine it is recognized that there are health and socio-medical problems involved in women's employment that require special study.

Many of these problems are associated with the strains and stresses arising from the combination of the two roles—home and work. Others relate to the nature of the job, the age of the worker and the conditions of employment. The purpose of studies in such problems is the practical one of recommending appropriate measures to prevent health hazards among women workers and to preserve their health.

So it was that Dr. Sven Forssman, a world-renowned Swedish expert in occupational medicine*, was invited to present current thinking on the subject at the 14th International Congress on Occupational Health, held in Madrid in September 1963.

Miss Mildred Walker, Nursing Consultant on Occupational Health in the Department of National Health and Welfare, who attended the Congress, has made Dr. Forssman's paper available to the Women's Bureau.

Physiological aspects—One of Dr. Forssman's basic assumptions was that there is a definite difference between men and women in respect to maximum working capacity. The maximum physical capacity of adult women was on the average 25 to 30 per cent lower than that of men, he said. Up to the age of 12 or 13 years, the maximum oxygen consumption of boys and girls was on the average the same, but in adolescence a difference gradually developed.

There might be a similar difference between the sexes in the strength of various groups of muscles, partly related to the smaller muscular mass of women. Also, the speaker pointed out, the total amount

of haemoglobin for women was 30 per cent less than for men, and haemoglobin in relation to body weight was about 20 per cent less for women.

This difference in working capacity had influenced legislation in many countries where limitations had been placed on permissible loads for women to lift.* In other countries, however, women performed heavy manual labour. Such variations underlined the fact that there was a wide range of distribution of physical capacity among individuals of both sexes. For example, one might find very strong women and very weak men. Also, from one age group to another, similar variations might occur among either men or women.

In respect to mental capacity, on the other hand, Dr. Forssman stressed that intelligence tests had revealed no differences between men and women. The range appeared to be about the same in both sexes.

Moreover the assumption that women were better qualified than men for certain occupations, such as nursing, or monotonous work at the assembly line in the factory, was without foundation. Factors of environment influenced people's attitudes toward the role expected of them at work and in society as a whole.

Special medical problems—For women, painful menstruation (dysmenorrhoea) might cause temporary reduction of working capacity and temporary absence from work, but its effect tended to be exaggerated. In a recent Swedish study, only six per cent of all the women examined suffered from dysmenorrhoea to the extent that their working capacity was affected. The incidence of painful menstruation was found to be higher among those who were from 14 to 29 years of age and was considerably reduced after a first pregnancy.

The working woman who is pregnant requires special medical attention. A pregnant woman, Dr. Forssman stated, should not be employed from four to six weeks before the birth of her child nor for at least the same period after delivery. Also, she should not engage in work that required continuous standing.

* Dr. Forssman is President of the Permanent Commission and International Association on Occupational Health.

† Weights that may be lifted by women workers are limited by law in two Canadian provinces, British Columbia and Manitoba.

He further cited a report from the United States that recommended the pregnant employee should have a rest period of at least 15 minutes during the first and second halves of her work shift, a mid-shift break long enough to allow for some rest and an unhurried meal, and a work week not exceeding five days or 40 hours.

It is essential, too, that pregnant women not be exposed to toxic substances that might damage the liver or kidneys, or cause anaemia. Dr. Forssman also stressed the necessity of drastically restricting the exposure of pregnant women to ionizing radiation.

At the same time, however, apart from pregnancy, medical research did not support the assumption that women were more sensitive to toxic substances than men. Consequently the same preventive measures against occupational hazards of this type should be applicable to men and women alike.

Since the manifestations of the menopause were more emotional and functional than physical, the reduction of working capacity at this time in a woman's life might be almost wholly prevented by health counselling, with medical treatment when necessary.

Legislation in many countries forbade the employment of women on night shifts or underground in mines. There was no scientific evidence, however, that women should be less resistant than men to shift work. Moreover, provided the working environment conformed to hygienic standards of ventilation and lighting, employment underground should not involve unique health hazards for women.

In the case of night work, it was important to distinguish between medical and social reasons for restrictive legislation.

Absenteeism—That women had a higher absentee rate than men as a result of illness had been confirmed by many scientific enquiries. Notable among these was a recently published study of men and women doing similar work in a telephone company in the United States.

Among these employees, whose work records had been studied over a period of 20 years, both the average number of days of absence and the average number of absences per individual had been found to be higher for women than for men. This study had also shown that women were more susceptible to mental and nervous disorders, high blood pressure, varicose veins, arthritis and rheumatism. On the other hand, tuberculosis, asthma, heart conditions and peptic ulcers had occurred more frequently among the men.

Dr. Forssman stated that absence not certified by doctors and not caused by sickness usually formed a considerable part of the total absence from work among both men and women. Two recent Swedish studies had shown absence for social reasons to be considerable, especially among married women who had children or other obligations at home.

In a study carried out in Yugoslavia, the highest average number of absences had been found to be among "women with the highest family responsibility." In this connection, Dr. Forssman pointed out that the care of a child of six months takes about four hours work a day for a mother.

He believed that the double burden of family obligations and job outside caused stress and fatigue that may require medical attention and might account at least in part for the considerable incidence of nervous diseases among women.

Further, he observed that, although the absence of women resulting from illness might increase with age, absence for other reasons tended to decrease with age, as family responsibilities are lessened.

Preventive aspects—Protection against the health hazards of employment—the chief purpose of occupational medicine—placed high premium on preventive measures. Regular and pre-employment health examinations had been found useful in discovering the early stages of physical ailments and in identifying the effects of psychological stress. Occupational health services, therefore, were of special value both to women workers and their employers.

With respect to the adjustment of women to work, Dr. Forssman strongly advocated that they should not be employed in very heavy manual labour, and during pregnancy, women should avoid too much standing, have several short rest periods during the working day, and should not be exposed to such occupational hazards as have already been mentioned. Apart from these, however, the occupational health problems of women were not different from those of men.

Finally, Dr. Forssman emphasized the need for broader perspective on the physical and mental health of women workers and the strengthening of their position in employment. Further, he was of the opinion that the usefulness of women at work would be greatly increased through more adequate opportunities for education and vocational training.

Part-time work for married women had proved very useful, he said, and of special value in preventing stress and overloading.

Early Returns on Results of Older Worker Employment and Training Incentive Program

In view of experimental nature of program, initial response has been good, Minister says, announcing program's results to end of January: 1,000 applications received, 700 approved

Initial response to the federal Government's Older Worker Employment and Training Incentive Program had been encouraging, in view of the experimental nature of the program and the new concepts involved, said Hon. Allan J. MacEachen, Minister of Labour, when announcing results to the end of January.

Under this program, which went into effect on November 1, 1963, the Department of Labour pays 50 per cent of monthly wages or \$75.00 a month, whichever is less, to employers for each eligible older worker hired by them for a new job between November 1, 1963 and March 31, 1964. Payments can be made for a total period up to 12 months.

Eligible older workers must be aged 45 or over and have been unemployed for at least six of the previous nine months. Local offices of the National Employment Service were empowered to receive applications and to approve the eligibility of both job vacancies and workers.

By the end of January 1964, approximately 1,000 applications had been received from employers. About 700 of these met the requirements and had been approved. About two-thirds of these jobs had been filled by January 31 and placements of eligible workers were continuing.

The Minister explained that it had become obvious that the number of applications received in the first three months of the program had been restricted by the original limitations governing the qualifications for employment of older workers. It had later been announced (L.G. Jan., p. 33) that the program had been extended to March 31, 1964, and the requirement that workers, to be eligible, must not be entitled to regular unemployment insurance benefits was eliminated. Furthermore, employers now were required only to give the older workers orientation training.

It was anticipated that the extension of time would give employers more time to consider fully their manpower requirements and make necessary adjustments in their employment practices in order to take advantage of the program. At the same time the changes would render more older workers eligible to benefit under the provisions of the program.

Mr. MacEachen pointed out in his announcement that there had not yet been time for the full effect of these changes to be felt. From the increasing number of enquiries being received by both the National Employment Service and the Department of Labour it was considered that the changes and extension of the hiring period had at least partially accomplished their objective of encouraging more employers to take advantage of the program.

It had been expected that the program would be slow in gaining momentum because of the new ideas involved and the fact that it was timed to encourage increased employment during the traditionally slacker winter season.

Reports from local employment offices now indicated an increasing number of enquiries and applications were being received and further increases were expected during February and March.

In addition to the benefits accruing to those older workers who obtained employment under the program it was hoped that information emerging from its ultimate evaluation would be helpful in planning future action to assist older workers.

The Older Worker Employment and Training Incentive Program had been introduced as a new and experimental approach to a continuing problem, with the intention of modifying it as more was learned of its effects. It was designed to assist long-term unemployed older workers to return to employment and to gain the up-to-date knowledge and experience required in today's jobs in modern industry.

Don't Judge a Man's Worth By His Date of Birth

COLLECTIVE BARGAINING REVIEW

Duration of Negotiations, 1963

During 1963, collective bargaining in Canada lead to the conclusion of more than 200 major agreements in industries outside the construction sector. These agreements were negotiated for approximately 300,000 workers in bargaining units of 500 or more employees.

About six out of every ten of the new agreements were signed within six months from the opening of negotiations, and three out of ten were reached in seven to twelve months. Negotiations for close to 10 per cent of the new contracts extended beyond one year.

More than 60 per cent of the major settlements were arrived at without third-party assistance. The majority of the remaining settlements were reached at the conciliation officer or conciliation board stage,

or through direct bargaining after completion of conciliation proceedings. Some 6 per cent of the major agreements were concluded after recourse to arbitration.

Work stoppages preceded only about 4 per cent of the major settlements negotiated during the year. Strikes over issues in dispute occurred at Goodyear Tire and Rubber and Standard Tube & T. I. in Ontario, and at David & Frere, Dominion Rubber, Quebec Iron and Titanium, Regent Knitting Mills and Shawinigan Chemicals in Quebec.

In two other contract disputes, strikes were called against firms belonging to the Montreal Hat and Cap Manufacturers' Association, and by longshoremen in the ports of Montreal, Quebec and Trois Rivières.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1963

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1963 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	56	91,210	42	52,690	20	25,950	7	11,230	5	4,150	130	185,230
Conciliation officer.....	2	9,000	8	6,100	14	12,100	4	3,950	3	1,680	31	32,830
Conciliation board.....	1	500	4	4,020	6	9,000	3	7,400	2	1,100	16	22,020
Post-conciliation bargaining.....			7	9,350	4	2,930			4	18,600	15	30,880
Arbitration.....			2	2,230	2	3,130	4	3,600	4	6,750	12	15,710
Work stoppage.....	1	500	3	3,200	1	530	2	2,150	2	6,000	9	12,380
Total.....	60	101,210	66	77,590	47	53,640	20	28,330	20	38,280	213	299,050

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Aluminum Co. of Canada, Arvida, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development Co., Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC) (loggers)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CNR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Westinghouse, Hamilton, Ont.	UE (Ind.)
Collingwood Shipyards, Collingwood, Ont.	CLC-chartered local
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper, East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
N. M. Paterson & Sons, Ont. & Que.	Seafarers (AFL-CIO)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Tamper Limited, Lachine, Que.	I.U.E. (AFL-CIO/CLC)

Part II—Negotiations in Progress During February

Bargaining

Company and Location	Union
Assn. Patronale des Inst. Religieuses, (5 hospitals), St. Hyacinthe & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)

Company and Location	Union
Automatic Electric, Brockville, Ont.	IUE (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (6 plants), western Canada	Packaginghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packaginghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. International Paper (Gatineau Woods Div.), Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Cdn. International Paper (St. Maurice Woods Div.), Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
CNR, system-wide	Locomotive Engineers (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Cascapedia Mfg. & Trading, Gaspé Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Fisheries Assn. & cold storage cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkers.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Food stores (various), Vancouver, Victoria & New Westminster, B.C.	Retail Clerks (AFL-CIO/CLC)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Workers' Federation (CNTU)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
Hospitals (10), Montreal & district, Que.	Service Empl. Federation (CNTU)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packaginghouse Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Northern Electric, London, Ont.	Empl. Assn., (Ind.)
Ontario Hydro, company-wide	Public Empl. (CLC)
Ottawa City, Ont.	Public Empl. (CLC)
Philips Electronics, Leaside, Ont.	IBEW (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Hydro-Electric Commission, Montreal & other centres, Que.	Public Empl. (CLC) (outside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.	Teamsters (Ind.)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Swift Cdn. (6 plants), Canada-wide	Packaginghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.....	Teamsters (Ind.)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	UE (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Toronto Western Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Winnipeg Metro. (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Board

CNR, CPR & other railways	15 unions (non-operating empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)

Post-Conciliation Bargaining

(No cases during February)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions
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Part III—Settlements Reached During February 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

BOWATER'S NFLD. PULP & PAPER, CORNER BROOK, NFLD.—PAPERMAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 1,200 empl.—wage increase of 3¢ an hr. for tradesmen, retroactive to June 1, 1963; 4-wks. vacation after 20 yrs. of service (previously after 23 yrs.); major changes in pension plan; agreement to expire May 31, 1965.

CBC. COMPANY-WIDE—BROADCAST EMPL. (AFL-CIO/CLC): 33-mo. agreement covering 2,000 empl.—wage increases of 4% retroactive to April 1, 1963, 3% eff. April 1, 1964, and 3% eff. April 1, 1965; agreement to expire Dec. 31, 1965.

DOM. OILCLOTH & LINOLEUM, MONTREAL, QUE.—CNTU—CHARTERED LOCAL: 2-yr. agreement covering 650 empl.—wage increases of 7¢ an hr. retroactive to Aug. 28, 1963, and 7¢ an hr. eff. Feb. 10, 1965; 3-wk. vacation after 14 yrs. of service in 1964, and after 12 yrs. of service in 1965 (previously after 15 yrs.); rate for labourer on Feb. 10, 1965 will be \$1.76 an hr.; agreement to expire Feb. 10, 1966.

DOMIL LIMITED, SHERBROOKE, QUE.—TEXTILE FEDERATION (CNTU): 2-yr. agreement covering 700 empl.—wage increases of 9¢ an hr. eff. Feb. 17, 1964, and 5¢ an hr. eff. Feb. 15, 1965; annual vacation pay increased from 5 to 6 per cent of earnings for empls. with 20 to 25 yrs. of service, and from 6 to 7 per cent for empls. with more than 25 yrs. of service; agreement to expire Feb. 16, 1966.

DUPONT OF CAN., MAITLAND, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 740 empl.—settlement pay of \$60; wage increases of 6¢ to 8¢ an hr., depending on classification, eff. Feb. 24, 1964; 1¢ an hr. increase in differential for afternoon and evening shifts; premium for regularly scheduled Sunday work raised from 17¢ to 25¢ an hr.; rate for labourer \$1.95 an hr.; agreement to expire Feb. 23, 1966.

HAMILTON GENERAL HOSPITALS, HAMILTON, ONT.—PUBLIC EMPL. (CLC): 3-yr. agreement covering 1,350 empl.—wage increases of \$2.50 per wk. eff. Feb. 1, 1964, \$2 weekly eff. Feb. 1, 1965 and \$2 weekly eff. Feb. 1, 1966; other wage adjustments in addition to general increase for approx. 600 empl.; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); agreement to expire Jan. 31, 1967.

HANDBAG MFRS. COUNCIL, MONTREAL, QUE.—LEATHER & PLASTIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 900 empl.—wage increases of 5¢ an hr. retroactive to Jan. 6, 1964, and 5¢ an hr. eff. Feb. 3, 1964; hours of work to be reduced from 40 per wk. to 38½ eff. Jan. 1, 1965, and to 37½ eff. Jan. 1, 1966, with same take-home pay; employer contribution to welfare to be raised from 2 to 3 per cent of payroll eff. July 1, 1964; agreement to expire Jan. 1, 1967.

SOO-SECURITY MOTORWAYS, ONT., MAN., SASK. & ALTA.—TEAMSTERS (IND.): 26-mo. agreement covering 500 empl.—for hourly paid empl., wage increases of 3¢ an hr. retroactive to Nov. 1, 1963, 3¢ an hr. eff. June 1, 1964, and 4¢ an hr. eff. May 1, 1965; for highway drivers, increases of 1/10¢ per mile retroactive to Nov. 1, 1963, and 1/10¢ per mile eff. May 1, 1965; improvements in welfare plans; rate for terminal empl. (Man.) on May 1, 1965, will be \$1.75 an hr.; rate for highway driver (Man.) on May 1, 1965, will be 6.35¢ per mile; agreement to expire Dec. 31, 1965.

TORONTO BOARD OF EDUCATION, TORONTO, ONT.—PUBLIC EMPL. (CLC) (CARETAKERS): 2-yr. agreement covering 520 empl.—wage increases of 10¢ an hr. eff. Jan. 1, 1964, and 10¢ an hr. eff. Jan. 1, 1965; 2¢ an hr. increase in shift premium; rate for male cleaner on Jan. 1, 1965, will be \$2.25 an hr.; agreement to expire Dec. 31, 1965.

UNIVERSITY HOSPITAL, SASKATOON, SASK.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 630 empl.—2½ per cent increase on maximum of range of rates; increases in all classifications, minimum \$6 per mo.; special adjustments in some classifications; wages to be open for re-negotiation on Dec. 31, 1964; after the tenth year of service only, empl. to receive a special 1-wk. vacation bonus in addition to regular 3-wk. vacation; agreement to expire Dec. 31, 1965.

WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage increases of 1 per cent retroactive to Jan. 1, 1964, and 1 per cent eff. April 1, 1964; existing "service pay" of \$9 per mo. after 15 yrs. of service raised to \$12 per mo.; 4-wk. vacation after 24 yrs. of service (previously after 29 yrs.); agreement to expire Dec. 31, 1964.

CORRECTION

In the January issue (p. 37) a settlement was reported between Maritime Tel. & Tel. & Eastern Electric, N.S., and the IBEW (AFL-CIO/CLC) (plant empl.). This report was inaccurate in part and should read as follows:

MARITIME TEL. & TEL., COMPANY-WIDE, N.S.—IBEW (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 550 empl.—wage increases of \$1 to \$3.25 a wk.; 2 wks. vacation after 1 yr. of service, 3 wks. after 14 yrs. of service, and 4 wks. after 24 yrs. of service; winter vacation bonus of 2 to 5 days if one or more wks. of a 2 or 3 wks. vacation taken between Nov. 1 and April 30 (previously 5 days added if entire 2 or 3 wks. vacation taken during winter period, with no provision for bonus if only part of vacation taken in winter); agreement to expire Dec. 19, 1964. (Note: Eastern Electric was absorbed by Maritime Tel. & Tel. on Oct. 1, 1963.)

2.7 Million U.S. Workers Receive Increases in 1963 Negotiations

More than 2.7 million workers in the United States received wage increases averaging 3.4 per cent as a result of collective agreements signed in 1963, the U.S. Department of Labor has reported. The median increase in 1963 was 3.1 per cent.

Another 2.9 million received deferred wage increases under agreements negotiated in 1962. The report was by the Department's Bureau of Labor Statistics on a survey of collective agreements covering units of 1,000 or more workers.

Most of the workers receiving deferred wage increases in 1963 were in the auto, farm equipment and trucking industries.

The average wage increase negotiated in 1963 was less than that in 1962 but higher than those in 1961 or 1960.

Approximately 1.4 million workers were covered by agreements that did not provide for bargaining on wages in 1963 or were employed where negotiations had not been concluded by the end of the year.

For most of the workers who received no pay boost, supplementary benefits were liberalized, the Bureau reported. Most of the 1963 settlements changed one or more fringe benefits.

158th Session of ILO Governing Body

Decides to submit to 1964 Conference a proposed program for elimination of apartheid, along with two amendments to ILO constitution to expel countries that practise discrimination

During its 158th Session, held in Geneva from February 13 to 17, the ILO Governing Body decided without opposition to submit to the International Labour Conference a proposed program for the elimination of *apartheid*.

The program invites South Africa to live up to its obligation under the ILO Constitution to respect human freedom and dignity. It recommends a number of detailed measures to ensure the application of the fundamental principles of the ILO under three broad areas: (1) equality of opportunity in respect of admission to employment and training, (2) freedom from forced labour, and (3) freedom of association and the right to organize.

The Governing Body decided also to put two draft amendments to the ILO Con-

stitution on the agenda of the 1964 International Labour Conference.

These various proposals had been contained in a report submitted to the Governing Body by the special 13-member committee it had set up last November to examine questions concerning South Africa (see below).

The first proposed amendment was approved without opposition; the second, by a vote of 32 to 14 with 2 abstentions.

In addition, the Governing Body adopted without opposition a recommendation to the effect that, if the credentials of any South African delegates were contested at the International Labour Conference, the issue should be decided during the opening days of the session.

Proposed Program Against Apartheid

Proposals for an intensified ILO program for the elimination of South Africa's policy of *apartheid* were made on January 20 by a special 13-member committee of the ILO Governing Body. The Committee on Questions concerning South Africa was appointed last November at the Governing Body's 157th Session. The committee's proposals now go before the 158th Session and, if adopted there, before the International Labour Conference next June.

The spearhead of the proposed program is a Declaration summoning South Africa to live up to its obligation under the ILO Constitution to respect human freedom and dignity. In particular, the Declaration calls for the repeal of all statutory discrimination on grounds of race in employment and occupation. If the Declaration is adopted by the Conference, the whole weight of the ILO's supervisory machinery will be brought into play to see that South Africa complies with this injunction.

In its introductory paragraphs, the Declaration states that since South Africa continues to pursue a policy in clear violation of obligations explicitly and voluntarily assumed under the ILO Constitution, the question of *apartheid* has ceased to be solely the domestic concern of that country.

The committee's report also contains two proposed amendments to the ILO Con-

stitution. The first would empower the International Labour Conference to expel or suspend from membership any ILO member country having been expelled or suspended from membership of the United Nations. This was unanimously recommended by the committee subject to a reservation on the part of the Employers' members, who believed that the ground for exclusion or suspension should be clearly stated to be persistent and flagrant violation of the principles of the ILO Constitution and not merely expulsion or suspension by the United Nations.

The second proposed amendment would empower the International Labour Conference to suspend from participation in the Conference any member country having been found by the United Nations to be pursuing by its legislation a declared policy of racial discrimination. This was recommended by a majority of the Committee. One member, George L-P Weaver, United States Government member, dissented, and two members, K. J. Oksnes, Government member, Norway, and Chairman of the Committee, and Kalmen Kaplansky, Workers' member, Canada, reserved their position.

Mr. Weaver argued that since participation in the Conference was one of the fundamental rights of membership, suspen-

sion from participation would be tantamount to expulsion and should therefore be permitted only if the member country had been suspended or expelled from the United Nations under the relevant provisions of the United Nations Charter.

The committee was unanimous, however, in recommending that if the credentials of any South African delegates were contested at the International Labour Conference this year, the Conference should decide the issue during the opening days of the session.

Technical Meeting, Food and Drink Industries

The Tripartite Technical Meeting for the Food Products and Drink Industries convened by the ILO in Geneva last December 9 to 20 adopted two series of conclusions, on the social consequences of technological developments, and on health, hygiene and safety. Delegates also adopted a resolution on world food problems and technical assistance to developing countries. A total of 137 delegates and advisers attended.

Tripartite delegations attended from 19 countries: Argentina, Brazil, Canada, France, Federal Republic of Germany, India, Israel, Italy, Japan, New Zealand, Nigeria, Poland, Sweden, Switzerland, United Arab Republic, United Kingdom, United States, Uruguay and the U.S.S.R.

The Canadian delegation comprised:

Government delegates: S. J. Walton, Labour-Management Co-operation Service, Department of Labour, and P. J. O'Brien, Economics and Research Branch, Department of Labour.

Employer delegates: Herbert Hill, Director of Industrial Relations, Canada Packers Limited, Toronto; and Lloyd Leeming, Vice-President and Secretary, John Labatt Limited, London.

Worker delegates: John Lenglet, Assistant Director, United Packinghouse, Food and Allied Workers, Toronto; and David Wade, Canadian Co-ordinator, Retail Clerks' International Association.

Mr. Leeming was elected vice-chairman of the meeting.

In the first series of conclusions, the meeting found that the pace and type of technological change—mechanization, automation, introduction of new operations, improved utilization of materials, new methods of work or new ways of organizing work—"vary widely between countries, regions, branches of industries, undertakings, and between divisions of the same undertaking, and thus the impact of change produces a variety of social consequences."

Introduction of technological change, delegates to the meeting said, should be done in a rational and orderly manner, and the resulting benefits should be "shared equitably among workers, undertakings and the community as a whole, and without

prejudicing the stability or the continuity of the undertaking."

The workers' share of these benefits should take such forms as shorter hours, higher wages, improved working conditions, improved welfare benefits, and greater safety at work; the community at large should benefit through lower prices and higher-quality products.

"The importance of creating a good climate of labour-management relations can hardly be overemphasized," these conclusions stated, "for it is essential in order to facilitate the required adaptations to technological change." The conclusions contained a number of proposals relating to the impact of technological change on employment, education and training, conditions of work, hours of work, and wages.

In its second set of conclusions—dealing with health, hygiene and safety—the meeting pointed out that, despite the progress made in all fields of human endeavour, including that of health and safety, workers may find themselves constantly threatened by new risks. It was therefore essential never to relax the efforts to improve the lot of the worker. Recent developments in the food and drink industry confirm this necessity, the meeting asserted.

The delegates also adopted a resolution on world food problems and technical assistance to developing countries in the food and drink industries. They called to the attention of the ILO Governing Body a number of suggestions on international aid to the developing countries, including technical co-operation in such matters as vocational training, management development, and services to small-scale industry.

The resolution suggested also that the United Nations and other organizations concerned should be given the fullest possible support "to protect the balance of payments of the developing countries by means which may include a regularization of prices of raw materials on which the food-processing industries depend, mainly by means of international commodity agreements, and to encourage consideration of the consequences of international commodity agreements when they are drawn up."

Technical Conference on Employment Policy

The ILO Preparatory Technical Conference on Employment Policy, held in Geneva from September 30 to October 18, adopted a series of conclusions incorporating proposed measures to combat unemployment and underemployment.

The conclusions fall under four main headings: general objectives and principles of employment policy; general and selective measures of employment policy; employment problems associated with economic underdevelopment; and international action and action of employers and workers and their organizations.

The conclusions include, in particular, two international labour instruments in draft form—a draft Convention and a draft Recommendation—on the objectives and principles of employment policy. They will be submitted to the next session of the International Labour Conference in June.

Fifty-six ILO member countries, including Canada, were represented at the conference. There were 56 Government delegates, 43 Employers' delegates and 44 workers' delegates.

The Canadian delegation consisted of F.V.S. Goodman, Economics and Research Branch, Department of Labour, government delegate and head of delegation; Kenneth Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada, Limited, employer delegate; and Joe Miyazawa, Director of Research and Education, International Woodworkers of America, Vancouver.

The draft Convention, adopted by a vote of 77 to 0 with 39 abstentions, provides that each ratifying country shall undertake to declare and pursue, as a major goal, a policy designed to promote full, productive and freely chosen employment, with a view to raising levels of living, overcoming unemployment and underemployment, meeting

manpower requirements and stimulating economic growth.

The draft Convention states further that the aim of this policy is to ensure that:

—there shall be work for all who are available for and seeking work, it being understood that such work shall be as productive as possible and shall contribute to the maximum extent possible to economic expansion;

—there shall be freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his acquired skills and actual endowments in a job for which he is well suited, and offers of employment shall be made irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.

The draft Recommendation, adopted by a vote of 91 to 0 with 31 abstentions, restates the objectives contained in the draft Convention but, in the matter of general principles, goes into somewhat more detail.

It lays down that all member countries should have an active policy for the full and productive utilization, in freely chosen employment, of the capacities of their people.

The draft Recommendation says that, in the interest of effective employment policies, continuing studies should be made of the size of the labour force and its distribution, the volume of productive employment currently available and likely to be available in the future, the nature and extent of unemployment and underemployment and trends in this field. It invites all member countries to recognize the importance of developing to the full the capacity of human beings, notably through education, vocational guidance and training. It calls for continuing efforts to improve the assistance given by national employment services.

Head of Canadian Delegation

A suggestion that an agreed understanding should be arrived at regarding the respective roles of ILO Conventions and Recommendations was made at the 47th International Labour Conference by John Mainwaring, Government Delegate and Head of the Canadian delegation. A summary of Mr. Mainwaring's address to the conference was inadvertently omitted from the *LABOUR GAZETTE*'s report.

Mr. Mainwaring said that experience on committees engaged in drawing up an international instrument showed that lack of any clear understanding of this point led

to much confusion among members of such committees. He thought that a future conference should try to agree on a statement that would clear up this confusion.

He also pointed out the need for committees engaged in drawing up instruments to make a sympathetic effort to take into account the differing requirements of the delegates from various countries.

"An instrument which is not based on thorough discussion leading to a real sense of participation by the delegates is not going to have enough of their support and loyalty when they return home; and after all it is

not the mere existence of an instrument that is important; it is the interest it commands in countries, and the action taken to implement it," Mr. Mainwaring said.

The head of the Canadian delegation devoted most of his address to discussing ways in which the ILO might be made to function more efficiently. His general suggestion was that individual problems should be grouped into "broad subject areas," which would make it easier to decide which groups should be given priority. This, he said, might facilitate agreement on the "general aims and objectives of a number of programs," and, within each program, enable the necessary methods of achieving practical results to be worked out.

These methods, he said, might include discussions at different levels by committees of experts, regional groups or other bodies; the adoption of new instruments when appropriate and the review of existing instruments; technical assistance; research; and the development of better methods for determining the value of what was being done. This would, in turn, help to show

what activities could be reduced or eliminated, so that efforts could be concentrated on what was of most importance.

Mr. Mainwaring touched on the Director-General's suggestion regarding the need for an assessment of the value of programs of technical assistance. Here, he said, was scope for the ILO to do fundamental research that would include not only ILO programs of that kind, but also those being carried out under other auspices.

Touching on another question, the speaker said in closing, "One of the striking aspects of the modern world is the way in which governments, workers and employers in particular countries are learning to consult together on economic and social problems, to set forth joint aims for their countries, and programs for the fulfilment of those aims. This spirit . . . is [one] we must foster internationally as well. The ILO can help to point the way, but only if all of us are prepared to work for peaceful and positive aims, and not for disruptive purposes."

NAM Decides Not to Resume ILO Participation

The United States National Association of Manufacturers will not resume participation in the International Labour Organization, the Association's Board decided last month. The NAM broke with the ILO in 1961, contending that it was dominated by left-wing representatives.

It was reported last year, on the strength of favourable recommendations by two of its committees, industrial relations and international affairs, that the NAM would probably resume its association with the ILO this year.

Since the NAM's withdrawal, the employer representatives in the American delegation to ILO conferences have been chosen by the United States Chamber of

Commerce. Both the Chamber and the AFL-CIO have taken the position that the ILO was an important world forum that should not be abandoned to the Communists.

The opinion of the NAM's Board, however, was reported to be that the ILO conferences were "just a forum for the Communist bloc" in which it was futile to take part.

ILO Membership Reaches 110

The number of ILO member states has risen to 110 with the admission of Uganda, Trinidad and Tobago, Kenya, and Laos. Kenya and Laos joined early this year, the other two became members last year.

TEAMWORK in INDUSTRY

Employees of the Dominion Road Machinery Company, Goderich, Ont., are regularly contributing ideas and suggestions to the firm's current expansion. DRMCO is in the midst of the largest construction program the company has every undertaken.

The new grader assembly building now going up will provide 16,000 square feet of additional space and the most modern and efficient facilities available for assembly of the firm's "Champion" line of heavy duty road graders and snow plows. It will be completed early in 1964.

In a series of labour-management luncheon parleys held early last year, president and general manager John Sully briefed employees on the company's proposed program and invited them to offer advice and suggestions during both planning and construction phases. According to personnel manager L. B. "Bucky" Graham, "response was terrific!"

"Partners in Progress" was the theme adopted for the close labour-management consultation and collaboration that has characterized the program since its inception.

Over-all planning for the new assembly area is in the hands of DRMCO's plant superintendent Jack Grace. He admits to plenty of co-operation from "the boys on the floor" regarding layout of equipment. "We've talked ourselves into some important changes," he said.

Working conditions for a number of employees will be pleasanter when the company opens its new building. Incorporated in its design is a feature that will eliminate the need for employees to work outdoors in inclement weather. There are three large doors in each end of the building. Through the centre door will go the finished "Champion" graders. The doors to left and right will admit trucks delivering shipments of raw materials and parts, which will be unloaded indoors at the appropriate location on the assembly line.

Employment at DRMCO has been expanded and job security greatly increased through the adoption of policies related to the "Buy Canadian" theme. Many parts

previously imported for use in the manufacture of the "Champion" road graders are now either being manufactured by DRMCO or purchased from other Canadian companies. Last year, in less than 12 months, the firm increased the value of Canadian-made parts by close to \$250,000.

According to president and general manager John Sully, the company's move is creating more jobs and strengthening DRMCO's position in the export field. "Our policy is not benevolence, but very realistic business practice," Mr. Sully said recently. "Delivery is faster and we get an assured source of supply, closer communication between buyer and seller, and in many cases, a better price."

Bargaining unit for DRMCO employees is Local 1863, International Association of Machinists (AFL-CIO/CLC).

* * *

A variety night involving 50 "stars" was staged recently by employees of Cooke Hospital, Trois Rivières, Que., to celebrate the seventh anniversary of the institution's Staff Co-operation Committee. The three-hour program included plays, sketches, short story readings and singing, and was attended by the entire staff of some 150.

The committee took advantage of the occasion to honour its six former presidents and Ephrem Dubé, who is retiring after 13 years as a hospital carpenter. Mr. Dubé was presented with a cheque by the hospital's director general, Gerald Marcoux, and a gift from the SCC. The six ex-presidents were: D. Boisvert, H. Côté, C. Hamelin, R. Milot, M. Hamelin and P. Juneau. Roger Milot is the committee's current president.

Personnel director Claude Lacerte stated that through the committee "the staff reveals the spirit of true co-operation and cordiality which prevails in Cooke Hospital." Bargaining unit for employees is the Confederation of National Trade Unions, Hospitalization Service Workers.

* * *

The \$2,000 maximum award presented under an employee suggestion plan at the Aluminum Company of Canada, Ltd., Kitimat, B.C., has been won by assistant furnace man George Barnes. He earned his award for suggesting a modification of the pouring method used in the firm's casting division.

Mr. Barnes has submitted six ideas in the past five years, and five of them have been put to use. His last award was for \$285.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during January. The Board issued seven certificates designating bargaining agents, ordered three representation votes, and rejected two applications for certification. During the month the Board received five applications for certification, one application for revocation of certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and staff performers employed by Baton Broadcasting Limited at CFTO-TV, Agincourt, Ont. (L.G., Jan., p. 39).

2. Office Employees' International Union, Local 15, on behalf of a unit of clerical and other office employees of Canadian Freightways Limited, Calgary, Alta., employed at its North Burnaby, B.C. terminal. (L.G., Feb., p. 128).

3. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed in freight and passenger train service by the Northern Alberta Railways Company, Edmonton, Alta. (L.G., Feb., p. 129).

4. Brotherhood of Railroad Trainmen, on behalf of a unit of sleeping- and parlour-car conductors employed by the Canadian Pacific Railway Company, Montreal, Que. (L.G., Feb., p. 129).

5. Brotherhood of Railroad Trainmen, on behalf of a unit of road conductors employed by the Ontario Northland Railway, North Bay, Ont. (L.G., Feb., p. 129).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Colonial Broadcasting System Limited at Radio Station VPCM, St. John's, Nfld. (L.G., Feb., p. 129).

7. Canadian Air Line Dispatchers' Association, on behalf of a unit of flight dispatchers employed by Cubana Airlines Limited, Montreal, Que. (L.G., Feb., p. 129).

Representation Votes Ordered

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Transport D'Anjou Inc., Rivière-du-Loup, Que., respondent (L.G., Jan., p. 39) (Returning Officer: R. L. Fournier).

2. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc. (traffic, maintenance and operations departments), Rimouski, Que., respondent, and International Association of Machinists, intervener. The Board directed that both the names of the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: R. L. Fournier).

3. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc. (stewardesses and flight agents), Rimouski, Que., respondent, and International Association of Machinists, intervener. The Board ordered that both the names of the applicant and the intervener appear on the ballot (L.G., Feb., p. 129) (Returning Officer: R. L. Fournier).

Applications for Certification Rejected

1. Brotherhood of Locomotive Engineers, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Feb., p. 127). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Martel Express Ltd., Farnham, Que., respondent (L.G., Jan., p. 39). The application was rejected for the reason that the applicant did not have a majority of the employees in the proposed bargaining unit as members in good standing on the date of the application, five of the employees claimed as members by the

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

applicant not having paid union dues or admission fee on their own behalf.

Applications for Certification Received

1. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees engaged by Tourist Services Ltd., Whitehorse, Y.T. (Investigating Officer: G. H. Purvis).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Ottor Freightways Limited, Ottawa, Ont. (see "Applications for Certification Withdrawn," below) (Investigating Officer: G. A. Lane).

3. International Association of Machinists, on behalf of a unit of fueling and maintenance personnel employed by Con-

solidated Aviation Fueling of Toronto Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

4. Maritime Airline Pilots Association, on behalf of a unit of pilots and co-pilots employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

5. Maritime Airline Pilots Association, on behalf of a unit of operations personnel employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: H. R. Pettigrove).

Application for Revocation Received

Marc Charron, *et al.*, applicants, la Compagnie Nationale Air France (reservations section), Montreal, Que., respondent and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 698, respondent. The application was for the revocation of the certification issued by the

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Board on January 30, 1963, to Local 698, in respect of a unit of reservation agents employed by the company at Place Ville Marie, Montreal, Que. (L.G., March 1963, p. 225).

Request for Review Received

Request for review of the certificate issued by the Board on September 27, 1961, affecting Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd. (Radio

Station CKEC), New Glasgow, N.S., respondent.

Applications for Certification Withdrawn

1. United Steelworkers of America, Local 5115, applicant, and Kitimat Wharves Limited, B.C., respondent (L.G., Feb., p. 127).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Ottor Freightways Limited, Ottawa, Ont., respondent (see "Applications for Certification Received," above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Station CJCH Limited, Halifax, N.S., and Local 1318 of the International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

2. Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen, Lodge No. 611 (Conciliation Officer: T. B. McRae).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. E. Poirier).

4. Northern Telephone Company Limited, New Liskeard, Ont., and District 10, of the Communications Workers of America (Conciliation Officer: T. B. McRae).

5. Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (Conciliation Officer: H. R. Pettigrove).

6. Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., and Cape Breton Projectionists Union, Local 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

7. B.C. Air Lines Limited (Maintenance Department), Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

8. National Harbours Board (Port Colborne Grain Elevator) and Local 1015 of

the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

9. Radio Futura Ltd. (Radio Station CKVL, Verdun, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

Settlements by Conciliation Officers

1. Denison Mines Limited, Elliot Lake, Ont., and Local 5980, Officer and Technical Unit, United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., Dec. 1963, p. 1115).

2. Shipping Federation of Canada, Inc., and Local 1764, International Longshoremen's Association (checkers), Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (L.G., Oct. 1963, p. 899).

3. Radio Station CJCH Limited, Halifax, N.S., and Local 1318 of the International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (see above).

4. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1963, p. 1016).

Conciliation Board Appointed

Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb. p. 131).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December 1963 to deal with a dispute between Radio Station CHRC Limitée, Quebec, and National Association of Broadcast Employees

and Technicians (L.G., Feb. p. 131), was fully constituted in January with the appointment of Raymond Barakett of Montreal as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Raymond A. Crepault of Montreal and Gaston Blais of LaSalle, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in December 1963 to deal with a dispute between Central Truck Lines, Ltd., Val d'Or, Que., and Locals 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers of America (L.G., Feb. p. 131), was fully constituted in January with the appointment of His Honour Judge R. W. Reville of Brantford as Chairman. Judge Reville was appointed by the Minister on the joint recommendation of the other two members of the Board, Guy Guerin of Montreal and Paul Siren of Toronto, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Report Received

Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers (plant employees) (L.G., Feb. p. 131). The text of the report is reproduced below.

Report of Board in Dispute between

*Robin Hood Flour Mills Limited
and*

United Packinghouse, Food and Allied Workers

The Board of Conciliation consisting of Norman L. Mathews, Q.C., Company nominee; F. Stewart Cooke, Union nominee, and W. H. Dickie, Chairman, met with the parties at Toronto on Thursday, January 16, 1964.

Appearing for the Company were:

W. G. Evans, Labour Relations Manager, Robin Hood Flour Mills Limited

W. H. Lewis, Plant Manager—Humberstone

S. E. Ceply, Assistant Plant Manager
S. T. Hadley, Plant Chemist.

Appearing for the Union were:

J. Gillespie, President

P. Soucie, Mill Committee

D. Fournier, Mill Committee

N. Marion, Mill Committee

E. Harrison, Mill Committee

C. Warner, Mill Committee

Henry Bartenbach, Representative.

Matters in dispute and referred to the Board:

1. P.S.I.

2. Ontario Hospital

3. Sickness and Indemnity

4. One Statutory Holiday

5. Shift Premium

6. Improved Vacations

7. Job Rate Adjustments

8. Wages

9. Inclusion of Laboratory Employees.

The Board heard the submissions of the parties and reviewed collectively and separately all of the issues in dispute between them.

The parties are negotiating a renewal of their collective agreement that expired September 1, 1963. There are approximately 170 employees in this bargaining unit engaged at the Company's plant in Humberstone, Ont.

One of the obstacles impeding the progress of the parties was the Union's desire to include the employees of the laboratory who have been certified under a separate certification.

We do not wish to go into detail on each of the items in dispute, but rather state in a general way that the Union wished to improve the monetary items substantially, and in particular, the fringe benefits.

The Company, on the other hand, maintained and supported by its brief that it was the leader in its industry in payment of

(Continued on pag 222)

During January, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited, Humberstone, Ont., and District No. 8, United Packinghouse, Food and Allied Workers (plant employees).

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, Norman L. Mathews, Q.C., of Toronto, and F. Stewart Cooke of Hamilton, nominees of the company and union, respectively. The report is reproduced here.

Legal Decisions Affecting Labour

Manitoba court refuses mandamus to compel arbitration board to hear a dispute on merits. Court in Saskatchewan enjoins picketing on unleased portions of shopping centre. Alberta court rules on position of employers' association in respect of conciliation award and strike vote. Ontario High Court rules on the power of the Jurisdictional Disputes Commission

In Manitoba, the Court of Queen's Bench, in a dispute under a collective agreement between an employer and a union in respect of discharge of an employee, ruled that once the arbitration board decided that the dispute was not a grievance within the meaning of the collective agreement, the Court had no jurisdiction to compel the arbitration board, by *mandamus* order, to hear the dispute on merits when there was no suggestion that the board was guilty of misconduct or bad faith.

In Saskatchewan, the Court of Queen's Bench enjoined picketing of the unleased portions of a shopping centre and held that picketing of such areas amounted to trespass of private property and might properly be restrained by injunction.

In Alberta, the Supreme Court ruled that when an employers' association bargains collectively on behalf of its members, the association does not form one unit for the purpose of accepting or rejecting a conciliation award or strike vote, but individual employers and their employees form separate units. Strikes in those units that either accepted the conciliation award or voted against a strike were illegal.

In Ontario, the High Court ruled that the Jurisdictional Disputes Commission has the power to issue an interim order assigning work on a specific project to union members who were employees of the company, although none of the employees belonging to the complaining union was actually working on the specific project in question.

Manitoba Court of Queen's Bench . . .

. . . refuses union application for *mandamus* to compel board to hear dispute on merits

On July 9, 1963, Chief Justice Tritschler of the Manitoba Court of Queen's Bench dismissed an application for *mandamus* to compel an arbitration board, after making what seemed to be an incorrect decision, to hear the merits of a dispute between a union

and an employer in respect of a discharged employee. There was no suggestion of misconduct or bad faith, and it was clear that the board studied the matter properly and gave its considered decision.

A collective agreement between the union and the employer provided in part:

If any question arises as to whether a particular dispute is or is not a grievance, within the meaning of these provisions, the question may be taken up through the grievance procedure and determined, if necessary, by arbitration.

A dispute arose over the discharge of an employee and the question arose whether the dispute was a grievance subject to determination by arbitration. This question was then put to the arbitration board. The Chief Justice noted that the merits of the dispute would have been dealt with by the board if the dispute was held to have been arbitrable.

The employer wrote a letter to the Canada Labour Relations Board stating that the company would co-operate fully in the arbitration board's settling the question of whether or not the alleged grievance was a subject for arbitration, and agreeing that the arbitration board would settle the alleged grievance if the question were decided against the employer.

The arbitration board met and considered the question, and the chairman and employer's appointee held that the discharge of the employee was not a "grievance" within the meaning of the collective agreement provisions and that the dispute was, therefore, not arbitrable. The union appointee reached the opposite conclusion.

It was argued for the union in the case at bar that the majority decision of the arbitration board was erroneous in law; that error was evident on the face of the reasons; and that in essence the majority, by misconstruing the provisions of the collective agreement, had refused to exercise its jurisdiction and duty to hear and determine the dispute on its merits.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Before the decision was made, the arbitration board heard argument on the question of whether the dispute was arbitrable. Chief Justice Tritschler commented that the employer's argument before the board had not been presented before him and that, if it had been, he might have been persuaded by it as the board was. He stated, however, that on the basis of material presented and submissions put to him, with due respect to the majority of the arbitration board, he was inclined to accept the minority opinion.

The union referred to and urged Chief Justice Tritschler to follow the decision made by him in *Creamette Co. of Canada Ltd. v. Retail Store Employees Local Union No. 830* (L.G. 1956, p. 727), and to remit the matter to the arbitration board to hear and determine the dispute on its merits. The Chief Justice ruled that the *Creamette* decision could be distinguished on the facts.

He stated that he felt that the arbitration board, in the case at bar, had entered upon an enquiry and, after consideration, had arrived at a decision. He quoted from his judgment in the *Creamette* case as follows:

This Court must be at pains to avoid by a pretext to review a decision by way of appeal or to act as though error always goes to jurisdiction, instead of rarely. The Board has the right to be wrong on questions of law or fact, save at least that it must not by error decline or exceed its jurisdiction.

He noted that if the Manitoba Labour Board, in that case, had inquired into the question submitted to it, the decision would not have been open to review.

The Chief Justice noted that it was immaterial that he did not agree with the majority decision of the arbitration board in the case at bar. Moreover, he stated that he had no appellate function to exercise. The arbitration board determined the question which arose and was presented to it by the parties for a decision. There was no suggestion that the board was guilty of misconduct or of not acting in good faith.

He held that if the majority of the arbitration board were wrong, and they had the right to be, the union must accept the result as final, as the employer would have been required to do if the arbitration board had come to the opposite conclusion. He, therefore, dismissed the application for *mandamus*. *Regina v. Norton et al., Ex Parte International Brotherhood of Teamsters* (1963), 40 D.L.R. (2d), Part 10, p. 1060.

Saskatchewan Court of Queen's Bench

... rules picketing on unleased portions of shopping centre may be restrained by owner

On September 16, 1963, Chief Justice Bence of the Saskatchewan Court of Queen's Bench, granting an interlocutory

injunction, held that picketing on the unleased portion of a shopping centre, during a labour dispute between a union and an employer that leased one of the shopping centre units, amounted to trespass and was within the exception of the immunity from action under Section 22 of the Saskatchewan Trade Union Act; that, according to Saskatchewan law, property is either public or private; and that there is no category of quasi-public property on which trade unionists may assert a right of access for the purpose of picketing.

The owner of the Grosvenor Park Shopping Centre had Loblaw Groceries Co. Ltd. as one of the tenants on his premises. The evidence showed that members of the Retail Clerks' International Association (AFL-CIO/CLC), Local 244, were picketing the Loblaw store by carrying placards on the parking area and sidewalk adjacent to the store.

An action was brought by the owner for an injunction restraining the picketers from trespassing on the unleased portion of the shopping centre. It was alleged for the owner that the picketers, by accosting persons lawfully using the shopping centre with verbal and written notice, advising them not to shop at Loblaws, and by carrying placards, were interfering with the intended use of the shopping centre.

It was argued for the union that the acts complained of were done in furtherance of a trade dispute within the meaning of Section 22 of the Saskatchewan Trade Union Act and were not actionable. Section 22 reads as follows:

S.22. Any act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, shall not be actionable unless the act would be actionable if done without any agreement or combination.

Chief Justice Bence stated that the action was one for trespass and that the union picketing on private property would, in his opinion, fall within the exception provided for in Section 22 of the Trade Union Act. The acts would be actionable if done without any agreement or combination.

The Chief Justice dealt with the union argument that the parking area and sidewalks of the shopping centre were quasi-public in nature and ones that had lost their identity as private property.

Counsel for the union referred to a case heard in the Michigan Circuit Court, which was upheld on appeal by a divided court in the Michigan Supreme Court. In that case, *Amalgamated Clothing Workers of America v. Wonderland Shopping Center Inc.*, (1962), 45 Lab. Cas. 62768, the trial judge, Chief Justice Bohn, held that shopping centre property loses its identity as

private property, even though it remains privately owned, and becomes *quasi*-public property in nature.

Chief Justice Bohn also held that the character of a shopping centre lends itself to a public function, as people drive through from one side to another, and the public has free access to come in and shop, or merely walk around. He stated that the owners took great pains to promote the shopping centre as a community centre. For these reasons, he ruled that the owners could no longer claim the rights of owners of property of purely private character.

Chief Justice Bence held that, regardless of the views of the courts in the United States, in Saskatchewan there was no such thing as *quasi*-public property. He stated that property was either public or private, and that in the case at bar it was "indisputably private." The Chief Justice ruled that the owner had the right to refuse access by persons to any property it owned and over which it retained control, and that would cover all of the unleased portion of the shopping centre. He therefore granted the injunction. *Grosvenor Park Shopping Centre Ltd. v. Cave et al.*, (1963), 40 D.L.R. (2d), Part 10, p. 1006.

Alberta Supreme Court . . .

. . . rules members of employers' association are separate units for conciliation award

On September 16, 1963, Mr. Justice Farthing of the Alberta Supreme Court ruled that an association of employers may bargain collectively on behalf of its members. However, as the Alberta Labour Act defines "employer" in terms that do not include an employers' association for the purpose of accepting or rejecting a conciliation award and for the purpose of strike vote, the decision rests with each individual employer and his employees.

Consequently, when a majority of all employees in the member shops of an association of employers vote in favour of a strike and the employees cease to work, it does not mean that there is one legal strike. Rather, there are as many strikes as there are shops whose employees are on strike, and in so far as employees of any shop accepted a conciliation award or voted against a strike, it is illegal for them subsequently to go on strike.

In January 1963, the Association of Calgary Electrical Contractors, representing a number of electrical contractors in Calgary, received a notice from Electrical Union 254, International Brotherhood of Electrical Workers, to negotiate a new contract. There were apparently 24 shops concerned. When collective bargaining failed,

a conciliator tried to bring about agreement in accordance with the provisions of the statute, but without success, whereupon a conciliation board was appointed. The board made an award decided by two of its members, the third member issuing a minority report.

The majority report was apparently accepted by the employers involved. As to the employees, in a supervised vote on July 31, 1963, seven shops out of twenty-four accepted the award.

The strike vote was held on August 14 only among the 17 shops that rejected the majority award; nine of them voted to strike and eight voted against striking. Eventually, all 24 shops went on strike.

The court action was brought by the Association of Electrical Contractors as such and by 15 electrical contractors individually against the Electrical Union 254, claiming damages for an illegal strike. As an immediate remedy, however, the plaintiffs asked, *inter alia*, for an interim injunction declaring that the employees of the 15 individual contractors were illegally on strike, and for an order requiring those on illegal strike to return to their employment.

The plaintiffs contended that the strikes in each of the nine shops which voted to strike were legal, but in the remaining 15 shops the strikes were illegal.

The union contended that there were, in effect, only two parties to the dispute, the association representing all the employers as, in effect, a single unit, on the one hand, and the union, representing all the employees, on the other, and that there was therefore only one strike.

The plaintiffs took the position that the association was simply a bargaining and negotiating agent for all of its members concerned in the matter, but that each shop and its employees were independent of the others when either an award or a strike was to be decided by vote. Therefore, they maintained that there were 24 strikes, not merely one, of which nine were legal and the other 15 illegal.

The crux of the whole matter was whether there was one strike or twenty-four.

In deciding the matter, Mr. Justice Farthing referred to the following definitions contained in Section 2 of the Alberta Labour Act:

2.(g) "employee" means a person engaged in an industry who is in receipt of or entitled to wages for labour or services performed wherever the labour or services are performed;

2.(h) "employer" means a person, corporation, partnership, firm, manager, representative, contractor or subcontractor having control and direction of or being responsible, directly or indirectly, for the employment of and the payment of wages to an employee.

In the opinion of Mr. Justice Farthing, the definition of "employer" is most precise in limiting its interpretation to the ordinary, primary meaning and does not include the association of employers. Consequently, considering the sections of the Act dealing with strikes, each employer in the 24 shops involved in the dispute bore individually the responsibilities placed upon him by the Act, and similarly enjoyed its benefits and advantages. Likewise, the rights and duties of employees were claimed from and owed to their own employer—not to the totality of employers who happened to be engaged in the same commercial activity.

Mr. Justice Farthing held that the strike of the employees in the seven shops who accepted the majority award and did not participate in the strike vote was in clear violation of the plain words of Section 94 of the Act, which provides, *inter alia*, that no employee shall go on strike until a vote has taken place under the supervision of the Board and a majority of the employees entitled to vote have voted in favour of the strike.

Mr. Justice Farthing was convinced that the plaintiff association of electrical contractors was the negotiating agent for the employers, just as the defendant union was for the employees but that, when it comes to accepting or rejecting a conciliation award, the decision rests with each individual employer and with his or its employees as respective units.

Similarly, when it comes to a strike vote, the employees of each individual employer comprise one voting unit, and a majority of them decide whether that particular shop shall or shall not be subject to a strike.

The association is not an employer of electrical tradesmen as such. Likewise, the union is not employed by any electrical contractor nor is it, as such, engaged in the work of electrical tradesmen.

In addition to the illegal strike in the seven shops that did not participate in the strike vote, the strike in eight shops that voted against the strike was held to be illegal. On the whole, Mr. Justice Farthing accepted the plaintiff's contention that the strike in the shops of the 15 contractors was clearly illegal and, in his ruling, made an interlocutory declaration that the employees of the 15 individual plaintiff contractors were illegally on strike. The Court, however, denied the request for an order directing employees on illegal strike to return to work.

In Mr. Justice Farthing's opinion, those taking part in an unlawful strike expose themselves to certain possible penalties under common law or statute, but he was not convinced that he could order them to

go back to work and to enforce it. *Association of Calgary Electrical Contractors et al., v. Electrical Union 254, International Brotherhood of Electrical Workers et al., (1963), 40 D.L.R. (2d), Part 9, p. 907.*

Ontario High Court . . .

. . . upholds power of Disputes Commission to award work to union not on project

On August 23, 1963, Mr. Justice Grant of the Ontario High Court, in *certiorari* proceedings, ruled that the Ontario Jurisdictional Disputes Commission acted within its jurisdiction when it assigned some work on a specific project to employees belonging to a complaining union, although none of them worked on that project.

In May 1963, the Wood, Wire and Metal Lathers' International Union, Local 97, filed a complaint with the Jurisdictional Disputes Commission pursuant to Section 66(1) of the Ontario Labour Relations Act* alleging that the Dominion Sound Equipments Limited was assigning work to employees who were members of the United Brotherhood of Carpenters and Joiners of America and not to employees belonging to the Lathers' Union. The work in question was the complete suspension of a grid ceiling on a project known as the State Rock Investment Building, Toronto.

On June 22, 1963, the Jurisdictional Disputes Commission issued an interim order which assigned the installation of the hangers and main-tees to members of the Lathers' Union and the installation of the cross-tees, wall moulding and pads to members of the Carpenters, which division apparently was satisfactory to both unions.

On July 4, 1963, the Commission issued a further interim order, which in fact quashed the assignment made by it in the first order. The reason for the second order was that, after the issuance of the

*Section 66(1) of the Labour Relations Act reads:

S.66(1) Upon complaint to the Board that a trade union or council of trade unions, or an officer, official, or agent of a trade union or council of trade unions, was or is requiring an employer or an employers' organization to assign particular work to employees in a particular trade union or in a particular trade, craft or class rather than to employees in another trade union or in another trade, craft or class, or that an employer was or is assigning particular work to employees in a particular trade union rather than to employees in another trade union, a jurisdictional disputes commission may, after consulting any person, employers' organization, trade union or council of trade unions that in its opinion may be affected by the complaint, make such interim order with respect to the assignment of the work as it in its discretion deems proper in the circumstances, and the employer, employers' organization, trade union, council of trade unions and the officers, officials or agents of any of them shall comply with the interim order.

first order, evidence was submitted that the employer had only carpenters in its employ on the project at the date of the assignment, did not have any lathers on the project at the date of the assignment and did not employ lathers at any time on this particular project.

The Commission decided to revise the first order in accordance with the decision of Chief Justice McRuer in a similar case, *Canadian Pittsburgh Industries Ltd.*, where the Chief Justice ruled that Section 66(1) contemplates only those disputes that arise with respect to the assignment of work by an employer among those that are engaged on the work over which he has direction. He did not think that the section had application where a trade union that has no members employed under the direction of the employer complains that work is assigned to employees that, in the opinion of that trade union, should be done by members of the complaining trade union.

Consequently, the Commission stated that, in the circumstances of the dispute under consideration, it had no jurisdiction to interfere with the assignment of work made by the employer, Dominion Sound Equipments Limited.

After the issuance of the second order, the Lathers' Union applied for *certiorari* to quash the second order of the Commission, and for *mandamus* directing the Commission to reaffirm its first order.

Dealing with the dispute at bar, Mr. Justice Grant noted that in the case *R.v. Orliffe, Ex p. Can. Pittsburgh Ind. Ltd.* (L.G. 1962, p. 77), referred to above, the

employer had no employees working for him on any project or in any capacity who were members of the complaining union, and the Chief Justice did not mean that the Commission had no jurisdiction to make an order where the union had members employed under the direction of the employer but engaged only in other enterprises.

In the case at bar, at all relevant times the employer had in its employ members of both the Lathers and the Carpenters. Mr. Justice Grant held that the language of Section 66(1) is quite clear that the Commission may make an interim order with respect to the assignment of the work where (among other cases) an employer is assigning particular work to *employees* of one trade union rather than to *employees* of another trade union. It is not a condition precedent to such jurisdiction of the Commission that the employees of the trade union discriminated against must be engaged on the work in question.

Further, Mr. Justice Grant added that, in making its second order, the Commission thought that it was without jurisdiction to make the first order by reason of the fact that members of the Lathers' Union were not employed to some extent on the job in question. In this conclusion, the Commission was wrong.

The Court quashed the second order and declared the first order dated June 22, 1963 to be valid and the subsisting interim order of the Commission. *Regina v. Jurisdictional Disputes Commission, Ex parte Wood, Wire and Metal Lathers' International Union*, (1963) 40 D.L.R. (2d), Part 9, p. 833.

Recent Regulations under Provincial Legislation

Manitoba issues new safety rules for elevators, adopting CSA Safety Code for Elevators, Dumbwaiters and Escalators
Ontario brings mail-carrying under Workmen's Compensation Act

Manitoba Elevator Act

Regulations have been issued under the new Manitoba Elevator Act (L.G., Dec. 1963, p. 1087), which was proclaimed in force January 1. The new regulations adopt CSA B44-1960, Safety Code for Elevators, Dumbwaiters and Escalators (Second Edition) as minimum standards for the design, construction and installation of new elevators, or for the re-installation or major alteration of elevators, and also set out rules with which existing elevator installations must comply.

No person may start a new installation, re-installation or major alteration of any elevator without first submitting drawings and specifications to the chief inspector. On completion of the work, the owner or contractor must apply to the Department of Labour for a permit to operate the elevator.

Before issuing or renewing a permit to operate an elevator, the Minister is required to have it inspected by a departmental inspector, and the owner or elevator contractor must test all safety apparatus in the inspector's presence. Alternatively, the

Minister may accept, on the recommendation of the chief inspector, an affidavit of the owner or elevator contractor that these tests have been made and that the safety apparatus is in good working order.

If possible, the chief inspector must have all elevators inspected every six months. A permit authorizes the operation of an elevator for 12 months, but becomes invalid if the chief inspector seals an elevator.

Rules applicable to existing elevator installations cover, among other matters, the guarding of hoistway openings, landing gates and safety devices for them, car "safeties" and terminal stopping devices. It is also provided that the owner of an

elevator must notify the chief inspector immediately of any elevator accident that causes injury or death.

The new regulations (Man. Reg. 105/63) were gazetted December 21, replacing Man. Reg. 62/45.

Ontario Workmen's Compensation Act

Mail-carrying under a contract with the Post Office, an industry previously excluded, was brought under the Ontario Workmen's Compensation Act by O. Reg. 34/763, gazetted January 4.

The operation of an apartment building was also added to Schedule I, which lists the industries subject to the collective liability provisions.

Report of Board

(Continued from page 216)

wages and fringe benefits, and should not be placed at a continuing disadvantage with its competitors.

The Board secured from each of the parties several exchanges of modifications of their positions on the various items. These were not sufficient however, to bring about agreement.

Very late in the proceedings, the Board, after giving careful thought and consideration to the submissions by each of the parties, and in the interests of reaching a settlement, recommended the following as a basis of settlement of all the issues in dispute:

1. The collective agreement should be for the period from September 1, 1963, to August 31, 1965.

2. Wages—effective September 1, 1963, wage rates should be increased 3 cents an hour; effective May 1, 1964, wage rates should be increased by another 3 cents an hour; and effective January 1, 1965, by 4 cents an hour.

3. Shift premium on the third shift to be increased to 9 cents an hour.

4. Vacations—three weeks with pay after 13 years service, effective in 1964.

5. All other matters agreed upon between the parties to be confirmed.

We regret that after all the intensive mediation efforts, the above recommendations were not acceptable, and the Board asked that the parties give further consideration to them.

This Board has had a further opportunity to reconsider the recommendations made to the parties, and by all the tests of comparison of wages and fringe benefits and general settlements, we can state that the above recommendations represent a fair and equitable settlement of their dispute. We therefore unanimously put forward the above recommendations and urge the parties to accept them.

All this respectfully submitted this 21st day of January, 1964, at Toronto, Ont.

(Sgd.) W. H. Dickie
Chairman.

(Sgd.) Norman L. Mathews,
Member

(Sgd.) F. Stewart Cooke,
Member.

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit number 532,300 on December 31, a total of 75 per cent larger than that at end of previous month but 10 per cent smaller than year earlier

Claimants for unemployment insurance benefit numbered 532,300 on December 31. This total was about 75 per cent larger than the number of 303,400 on November 29, but 10 per cent smaller than the total of 592,000 on December 31, 1962.

All three totals comprised both regular and seasonal benefit claimants. The total on December 31, 1963 was made up of 451,400 regular and 80,900 seasonal benefit claimants; the December 1962 total, of 496,600 regular and 95,300 seasonal. The November 29 total included 3,000 seasonal benefit claimants.

Between 85 and 90 per cent of the increase during December 1963 was made up of males, who comprised 78 per cent of the total at the end of the month in comparison with 72 per cent on November 29. More than 90 per cent of the male claimants on December 31 began to claim benefit during the last quarter of the year, compared with 80 per cent of the females.

At the end of December, 89 per cent of the claimants—92 per cent of the males and 78 per cent of the females—had been on claim for 13 weeks or less; 8 per cent—6 per cent of the males and 15 per cent of the females—for 14 to 26 weeks, and 4 per cent—3 per cent of the males and 7 per cent of the females—for 27 weeks or more. These percentages were almost the same as those of December 1962.

Initial and Renewal Claims

Initial and renewal claims filed during December numbered 345,300, an increase of 155,900, or 82 per cent, over the November total of 189,400 but a rise of only 20,000, or about 6 per cent, over the total filed during December 1962.

The 82-per-cent November-to-December increase in 1963 compares with the rise of

only 33 per cent, or 80,000 claims, during the same period of 1962.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in December was estimated to be 293,800, compared with 161,200 in November and 316,700 in December 1962.

Payments during the month totalled \$29,400,000, compared with \$15,500,000 in November and \$31,100,000 in December 1962.

The average weekly payment was \$24.99 in December, \$23.98 in November and \$24.54 in December 1962.

Insurance Registrations

On December 31, insurance books or contribution cards had been issued to 5,011,719 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 337,363, an increase of 492 since November 30.

Enforcement Statistics

During December, 10,184 investigations were conducted by enforcement officers across Canada. Of these, 6,647 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 408 were miscellaneous investigations. The remaining 3,129 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 256 cases, 101 against employers and 155 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,397.*

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$31,750,618.75, compared with \$30,336,617.41 in November and \$29,478,741.19 in December 1962.

Benefits paid in December totalled \$29,360,515.60, compared with \$15,467,325.53 in November and \$31,086,590.36 in December 1962.

The balance of the Fund on December 31 was \$58,524,439.25; on November 30 it was \$56,134,336.10; and on December 31, 1962, it was \$98,975,326.02.

Monthly Report on Placement Operations of the NES

Placement operations in local offices of the National Employment Service during January reflected a strong demand for male workers. Of a total of 73,500 persons placed in employment in January, some 49,000 were males. This comprised 66.8 per cent of the total and reflected an increase of 5.0 per cent over the January 1963 total.

Placements of women workers in January numbered 24,500, a decrease of 13.0 per cent from January 1963.

Placements involving the movement of workers from one local office area to another numbered 3,000, or 4.0 per cent of the total. This proportion was higher than in the preceding month and only slightly below the 4.7 per cent recorded in January a year ago.

For Canada as a whole, January placements were 1.8 per cent lower than during the same month last year. The regional distribution of the month's placements, with percentage change from January 1963, was:

Atlantic	5,700	+13.2
Quebec	24,200	- 1.9
Ontario	25,100	- 7.0
Prairie	12,200	+ 2.7
Pacific	6,400	+ 0.8

Some 96,700 vacancies were notified by employers to local offices during January, 5.1 per cent more than in the same month in 1963 and the highest number in any January since 1947. Vacancies for men, at 61,900, increased by 10.3 per cent from January a year ago, but vacancies for women, numbering 34,800, recorded a decrease of 3.1 per cent.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2278, December 2, 1963

Summary of the Main Facts: The claimant filed a renewal application for unemployment insurance benefit on August 8, 1963. He stated in the application that he had worked for a coal company as a labourer at a wage of \$10.58 a day from July 8, 1963, to August 6, 1963, when his employment terminated for the following reason: "Laid off—help no longer required."

In the Confirmation of Separation (Form UIC 479) the employer stated on August 12, 1963: "Employee was fired for cause." As the reasons for separation given by the claimant and the employer were at variance, the local office of the Unemployment Insurance Commission wrote to them on August 14 and requested their comments. The replies read:

CLAIMANT: I was driving a company truck at night and in using the dump the truck was damaged. The foreman laid me off for that reason. I understood it as a layoff as I believe that they will call me back as they

expect me to pay for the damage. I do not consider this as being fired but as laid off, as there is a possibility of them calling me to return to work at any time.

EMPLOYER: The former employee [claimant] was discharged due to being intoxicated on the job, damaging a company truck, not carrying out his work properly. The employee had been told before that his drinking on the job must cease or he would have to be discharged.

The insurance officer disqualified the claimant and suspended benefit from August 4, 1963, to September 14, 1963, inclusive, on the ground that the claimant had lost his employment by reason of his own misconduct (Section 60(1) of the Act).

The claimant appealed to a board of referees in a letter dated September 10, which reads:

I wish to appeal the decision on my claim. Evidently the company claims I was discharged for cause. Personally, I cannot see how it is a discharge, when the foreman told me that, if I would pay for the damage that was caused

to the truck, that I could continue working. I did not have the money to pay for the damage and was therefore laid off, actually for lack of money rather than for the damage itself. My family responsibility is such that I could not meet any further financial drain, therefore, the only reason I am not working right now is lack of capital.

The insurance officer reviewed the claim file but did not consider that any change in his decision was warranted. The case came before a board of referees at a session held September 30, 1963, in—. The claimant was neither present nor represented at the hearing. The board, in a brief decision, unanimously maintained the decision of the insurance officer.

The union of which the claimant is a member, appealed to the Umpire on October 7. The appeal reads:

That due consideration was not given by the insurance officer or the board of referees to the fact that [claimant] was laid off primarily to a lack of money, as he was definitely told that he could stay on the job provided he would pay for the damage caused to the company truck. In view of this lack of consideration, the union respectfully requests that, if possible, the Umpire return the claim to the board of referees, at which time the union will provide representation for [claimant].

In a statement of observations dated October 25, for consideration by the Umpire, the Chief of the Adjudication Division of the UIC said:

1. The union's grounds for appeal to the Umpire are the same as those contained in the claimant's appeal to the board of referees. Therefore, a rehearing by the board on the same grounds is unwarranted.

2. The notification of disqualification (exhibit No. 5) sent to the claimant contains instructions regarding an appeal. It suggests that he consult a member or officer of his union and also advises him to notify his local office of the name of his representative if he desires to be represented at the oral hearing before the board. The claimant was also sent a "notice of hearing re sitting of the board of referees" (exhibit No. 8). This latter notice invites him to make representation before the board and advises him of his privilege to attend the hearing. The claimant, therefore, was given ample opportunity to be heard and make representations on his appeal, as provided in Regulation 182(1).

3. The fact that the employer might have kept the claimant in his employment if he had paid the damages to the truck is immaterial. The claimant has not refuted the employer's allegations (exhibit No. 4) that the damage to the company truck was due to the claimant's gross negligence, and that his loss of employment resulted therefrom.

4. It is respectfully submitted that the unanimous decision of the board of referees should be maintained.

Considerations and Conclusions: The fact that the claimant's employer might have been prepared to retain him in his employment if he had paid for the damage caused to the company's vehicle is not a

material consideration in deciding whether or not the claimant lost his employment by reason of his own misconduct on August 6, 1963.

Therefore, as the union's appeal is based exclusively on that ground and as the employer's statement that the claimant was discharged "due to being intoxicated on the job" was at no time denied by the said claimant, a rehearing by the board of referees would, in my opinion, serve no useful purpose.

I consequently decide to dismiss the union's appeal.

Decision CUB 2280, December 2, 1963

(Translation)

Summary of the Main Facts: In his appeal to the Umpire, dated September 18, 1963, the insurance officer has summed up the main facts of this case as follows:

1. The claimant filed a claim effective October 28, 1962. She stated that she had last worked . . . as a seamstress, at 75 cents an hour, from February 1961 to October 31, 1962, when she was laid off for lack of work.

2. On May 21, 1963, the claimant failed to apply for, or to accept, a permanent job as a seamstress at 75 cents per hour . . . on the ground that "I cannot accept work at [the factory] since I must leave at 11:30 a.m. to prepare my lunch, and the employer will not accept those terms" . . . the prevailing rate of pay for that kind of employment is between 58 and 75 cents an hour.

3. In a statement dated May 27, 1963, the claimant said that the only limitation she was placing on her availability for work was that she had to have an hour and a half for lunch, i.e., from 11:30 a.m. to 1:00 p.m., as she had three children and had to prepare lunch. She added that her former employer . . . had granted her time from 11:30 a.m. to 1:00 p.m., for that meal.

4. On May 27, the local office got in touch with the manager of [previous employer] who declared that most of their employees were then out of work and that the claimant would be called back if her services were required. The local office also contacted the largest similar establishment in the area . . . and was informed that, with the exception of office workers, the company grants only one hour for lunch. As far as the local office could find out, [the previous employer] is the only factory granting a lunch period of an hour and a half.

5. The insurance officer disqualified the claimant from May 19, 1963, to June 29, 1963, under Section 59(1) of the Act, on the ground that she had, without good cause, refused or failed to apply for, or to accept, suitable employment. He also disqualified her from May 21, 1963, because she had failed to prove that she was available for work as required by Section 54(2)(a) of the Act.

6. The claimant appealed to the board of referees through her solicitor, who stated that the claimant only asked for working conditions similar to those that had been granted to her for more than 10 years, and that her request for an hour-and-a-half lunch period, instead of the hour generally applicable, was not that unusual, since she had then resumed working

at precisely those conditions. According to the information obtained from the claimant's employer, she worked on May 29, 30 and 31, and on June 3, 4 and 5, 1963, plus one day during the week beginning June 9, 1963, and worked on a full-time basis as of June 17, 1963.

7. The claimant and her solicitor were both present when the case was heard by the board of referees. The board allowed the appeal, and ruled that the claimant had a valid reason not to apply for the job offered and that she had proved her availability for work. The decision is based mostly, it seems, on the fact that the claimant had obtained an hour and a half for lunch during the last 11 years she had been working . . . that the claimant had alleged that similar factories let their staff off at 11:30 a.m., as she knew personally of three persons in the employ of [other establishments] who do so and that she had declared that she had resumed her work with her former employer about May 27, 1963.

The grounds on which the insurance officer based his appeal read:

8. We submit that the board of referees erred in deciding that the claimant had good cause for refusing to accept an offer of suitable employment and also erred in deciding that the claimant had proved her availability for work.

9. The work offered was in the usual occupation of the claimant, at the prevailing rate of pay in the district and at conditions similar to those recognized in the area for that type of work. Notwithstanding that a longer period of time may be granted to some employees for their lunch period in some factories, the evidence shows that such is a special privilege that is not granted to a new employee, and that the general practice is to grant an hour for lunch. It is therefore clearly established that the job offered was suitable according to Section 59(2)(b) of the Act.

10. The claimant refused the employment for purely personal reasons, and such reasons as a rule do not constitute good cause for refusing suitable employment, since a claimant must adapt his or her personal circumstances to the requirements of the labour market (CUB 1390 and CUB 1998). It surely cannot be held that the labour market should adapt itself to the particular circumstances of an individual case . . .

11. The fact that the claimant did obtain, shortly after having refused the employment, a few days of part-time employment from her former employer does not constitute good cause for refusing it, since the information supplied by her former employer a week later indicated that, even then, she did not have any assurance of being permanently employed by that employer. In fact, when she turned down the job which was offered to her, there was a lack of work at the plant of that employer and the claimant had not been called back nor advised of a date when she would be so called. Actually, the claimant was called back for full-time work only four weeks later. The fact that the claimant subsequently did obtain work that suited her particular requirements does not prove that she had good cause for refusing suitable employment, in the absence of evidence to show that she had a reasonable assurance, when she refused the job, that she would obtain such an employment in the very near future (CUB 520), especially after a long period of unemployment (CUB 1431).

12. . . . We submit that by restricting her availability to a job in a sewing establishment where she would be granted an extra half

hour at noon, the claimant did in fact reduce her availability to such an extent that she could be employed only by her former employer. Under the circumstances, she did not establish that she was available for immediate work on each day her former employer had no work to give her. . . . The fact that certain persons did get . . . the working conditions asked for by the claimant is not a determining factor, since it was a privilege that employers were not willing to give to the claimant, as a new employee, at that particular time.

13. For the above reasons, we respectfully submit that the appeal made by the insurance officer should be allowed.

On October 7, 1963, the claimant's counsel wrote a letter to the Unemployment Insurance Commission, in which he said, in part:

. . . [Claimant] has worked for more than 10 years for [the same firm] where she was called back on May 27 or 28, after an intermittent period of unemployment that lasted a few months.

[Claimant] lives some 500 feet away from her employer's factory and the job . . . which was offered to her would have required her to take a taxi during the lunch period, since this employer refused to give her an hour and a half for that purpose, a privilege always given her by [the company] ever since she had been employed there.

Furthermore, [claimant] is not the only one who is allowed an hour and a half to prepare her family's mid-day meal . . .

Moreover, the job that [claimant] was offered consisted in sewing children's dresses, work that she had never done before, and she had the assurance that her former employer would call her back and, rightly so, since she now works in her former job . . .

My client wished to preserve her seniority, and if she had worked for [another employer] she would have been unemployed during the summer season due to a slackening of the over-all activity of this firm.

In this whole affair, someone is acting out of revenge against [claimant], possibly through jealousy, by ill-natured gossip or otherwise. It must not be forgotten that the manager of the company had given [claimant] to understand that she would be taken back at her previous job any day and, in actual fact, she did get her job back. [Claimant] has received unemployment benefits for one period only, after having been in the employ of the same firm for 10 consecutive years, and I believe that she was fully justified to make every effort to keep her former job, instead of accepting a position that offered no security, was temporary, and carried a much lower salary than what she had earned . . .

Furthermore, as [claimant] has always or most of the time worked on a part-time basis for her former employer while she was unemployed, she was very anxious to resume her work with that employer.

The insurance officer made the following comments:

In his reply, the representative of the claimant stated that the latter has always, or almost always, worked for her employer while she was unemployed. The weekly reports submitted by [claimant] with respect to the claim referred to in the present appeal, show that she did not

(Continued on page 231)

WAGE SCHEDULES

Wage Schedules Prepared and Contracts Awarded in January

Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 268 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 150 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Mines and Technical Surveys, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$11,705.44
Defence Production	118	537,326.00
Post Office	21	424,889.14
Public Works	1	8,629.00
Royal Canadian Mounted Police	20	107,054.47
Transport	4	42,209.15

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in January

During January the sum of \$5,367.70 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 104 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in January

DEPARTMENT OF AGRICULTURE

Near Russell Man: J S Quinn Construction Co Ltd, construction of Conjuring Creek Storage Project.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: St Lawrence Steeplejacks, interior painting of apartment units & public areas of four apartment projects. *Pierrefonds Que:* Grand Royal Paving Reg'd, site improvements, Cloverdale Park Apartments. *Ville St Laurent Que:* Jos Malaket & Fils Inc, installation of gas ranges, Place Benoit Apartment Project; Jos Malaket & Fils Inc, installation of gas ranges, Parc Royal Apartment Project; Jos Malaket & Fils Inc, installation of refrigerators, Parc Royal Apartment Project. *Regina Sask:* G Barker Construction Ltd, construction of 141 row housing units & site works (FP 2/63).

In addition, this Corporation awarded 19 contracts containing the General Fair Wage Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Miramichi Indian Agency N B: Cardinal Construction Ltd, construction of school & residence, Big Cove IR. *Candeboye Indian Agency Man:* Louis Ducharme & Associates Ltd, renovations to dormitory & washrooms. *Assiniboia IRS.* *Dauphin Indian Agency Man:* Dauphin Fixtures Ltd, renovations to fire protection system, McKay IRS & associated bldgs. *Carlton Indian Agency Sask:* Dashehuk Construction Ltd, construction of school & residence, Red Earth IDS. *Blackfoot Indian Agency Alta:* Borger Construction Ltd, installation of water supply system pipeline on Crowfoot Crescent, Blackfoot Reserve housing development (subdivision No 1).

DEFENCE CONSTRUCTION (1951) LIMITED

Gander Nfld: H & S Construction Ltd, interior painting of bldgs Nos 8 & 86, RCAF Station. *Halifax N S:* Central Electric, rewiring & relighting of bldg No 1, HQEC; L G & M H Smith Ltd, strengthening deck system, jetty No 5. *Campagetown N B:* S R Shears & Sons Ltd, interior painting of 500 PMQs; St Lawrence Steeplejacks Co Ltd, interior painting of 649 PMQs. *St Jean Que:* P M Entreprises Inc, renovations to south block, CMR. *Barriefield Ont:* Lagendyk & Co Ltd, interior painting of nine bldgs, RCME School; Donald M Hawkins Ltd, interior painting of 187 PMQs, Fort Henry Heights. *Camp Borden Ont:* Ontario Painting & Decorating, interior painting of 252 PMQs; Riverside Painting & Decorating Ltd, interior painting of 173 PMQs; Planned Renovators Ltd, interior painting of 20 permanent bldgs; Walker Painting & Decorating Co Ltd, interior painting of 42 temporary bldgs. *Clinton Ont:* International Painting & Decorating Co, interior painting of various bldgs, RCAF Station. *Downsview Ont:* C & K Steeplejack Co, interior painting of 58 PMQs, RCAF Station. *Hamilton Ont:* Mechanical Contracting Trades Ltd, replacement of boilers in heating plant for Bldgs 1, 2 & 5, HMCS Star. *Kingston Ont:* Cribb Construction Co Ltd, installation of standby sewage lift pump & related equipment, RMC; Riverside Painting & Decorating Ltd, interior painting of eight bldgs, RMC. *London Ont:* The Vipond Automatic Sprinkler Co Ltd, installation of sprinkler system, No 27 COD. *North Bay Ont:* Farquhar Construction Ltd, supply & installation of five electrically operated gates in security fence, RCAF Station. *Petawawa*

Ont: Ontario Painting & Decorating, interior painting of 250 PMQs; Pillar Construction Ltd, construction of two refrigerated garbage rooms; Planned Renovators Ltd, interior painting of 400 PMQs. *Trenton Ont:* Miron-Wiggers Construction Ltd, rehabilitation of bldg No 78, RCAF Station. *Camp Shilo Man:* Hay Decorating Co Ltd, interior painting of 192 PMQs. *Winnipeg Man:* North Star Decorating Co Ltd, fire retardant painting in hangar No 16, RCAF Station. *Moose Jaw Sask:* Conrad-Rawlinson Ltd, interior fire retardant painting of three hangars, RCAF Station. *Calgary Alta:* J Mason & Sons Ltd, interior painting of 219 PMQs, Currie Barracks. *Penhold Alta:* J Mason & Sons Ltd, interior painting of 70 PMQs, RCAF Station. *Muskwa (Fort Nelson) B C:* McGregor Telephone & Power Construction Co Ltd, construction of outdoor main transformer substation.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: Fitzgerald & Snow Ltd, maintenance repairs to lecture rooms, offices, halls, etc, Armoury. *Halifax N S:* Wall & Woodworth Ltd, interior painting, bldg No. 41 (drill hall), Windsor Park. *Shelburne N S:* Atkinson & Bower Ltd, replacement of heating & cooling coils in ventilation & air conditioning systems, bldgs No. 35 & 36, HMCS Shelburne. *Longueuil Que:* National Blind & Window Co Ltd, installation of aluminum windows & sashes in bldg No 49, Jacques Cartier Barracks. *Montreal Que:* Roger Bisson Inc, renovations to shower rooms, No 25 COD. *Angus Ont:* R S C Bothwell Associates Ltd, supply & installation of electrically conductive vinyl flooring tile in bldgs Nos 152 & 153, No 13X Depot Detachment. *Barriefield Ont:* Foley Construction Ltd, construction of gatehouse. *Clinton Ont:* Atlas Aluminum Products, installation of metal combination storm & screen windows on barrack blocks Nos 72 & 74, RCAF Station. *Kingston Ont:* Irving-Harding Ltd, renovations to ventilation system. *London Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of various bldgs, Wolseley Barracks; Ontario Painting & Decorating, painting interior of No 27 COD & No 204 Base Workshop. *Orangeville Ont:* Defo Construction Co, repairs to Armoury. *Ottawa Ont:* Alf Grodde Ltd, plastering & painting, Drill Hall; Alf Grodde Ltd, interior painting of Beach Bldg. *Trenton Ont:* Walter F MacCormack, interior painting of various bldgs, RCAF Station; Walter F MacCormack, interior painting of bldg No 38, RCAF Station. *Winnipeg Man:* Canadian Rogers Western Ltd, repairs to roof, Bldg A-2, Fort Osborne Barracks; North Star Decorating Co Ltd, interior painting of six bldgs, Fort Osborne Barracks; Oswald Decorating Co, interior painting of three bldgs, RCAF Station. *Moose Jaw Sask:* Island Construction Ltd, application of epoxy laminate to bathroom walls, RCAF Station; R S Klein Painters & Decorators Ltd, interior painting, Armoury. *Esquimalt B C:* Farmer Construction Ltd, construction of store room, bldg No 24 (Grant Block), Royal Roads; Farmer Construction Ltd, construction of battery charging shop, Bldg No 141, HMC Dockyard; Hume & Rumble Ltd, electrical alterations, bldg No 192, HMC Dockyard; C D Johnston, painting interiors of 25 residences, Belmont Park. *Matsqui B C:* J S Johnston Ltd, replacing water main, HMCS Aldergrove. *Aldergrove & Matsqui B C:* Trans-Power Construction Ltd, replacement of 41 power & antenna poles. *Vancouver B C:* Walker Construction, repairing trusses in hangar, 2nd & Discovery Streets.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded seven contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Quebec Que: Janin Construction Ltd, reconstruction of shed "A," Wolfe's Cove.

POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

New Liskeard Ont: Val d'Or Construction Co Ltd, construction of sewage disposal system.

DEPARTMENT OF PUBLIC WORKS

Carmanville Nfld: Wm A Trask Ltd, wharf extension. *Cox's Cove Nfld:* Avalon Construction & Engineering Ltd, wharf reconstruction. *Freshwater Nfld:* Wm Hynes, construction of post office bldg. *Placentia Nfld:* O'Reilly's Plumbing & Heating Supplies, construction of post office bldg. *Rose Blanche Nfld:* J J Hussey Ltd, construction of post

office bldg. *St John's Nfld*: Capital Office Cleaning Co Ltd, cleaning bldg No 3, Naval Dockyard, 191-193 Water St; Benson Builders Ltd, wharf repairs (site 15, southside). *Trepassey Nfld*: Davis Construction Ltd, construction of Fisheries Officer's residence. *Woody Point (Bonne Bay) Nfld*: James E Shears, construction of post office bldg. *Darnley Basin P E I*: Ralph Ford, construction of retaining wall. *Barrington N S*: Wm E Smith, construction of post office bldg. *Debert N S*: Ivan Archibald & Donald Fisher, construction of post office bldg. *Inverness N S*: MacDougall Construction Co Ltd, construction of federal bldg. *Main-a-Dieu N S*: MacDonald & MacKeigan, wharf improvements. *Pictou N S*: Ferguson Industries Ltd, installation of power outlets, quay wall. *Sydney N S*: Maritime Builders Ltd, wharf improvements. *Terence Bay N S*: Naugles Sand & Gravel Co Ltd, wharf repairs. *Butternut Ridge N B*: Cardinal Construction Ltd, construction of post office bldg. *Edmundston N B*: R E Stewart Construction Corporation, construction of federal bldg. *Head Harbour N B*: McNamara Construction of Nova Scotia Ltd, construction of wharf. *Leonardville N B*: Fuddy Contractors Ltd, wharf extension. *Richibucto N B*: Parsons Construction Co Ltd, construction of federal bldg. *St Edward N B*: Leo LeBlanc, breakwater repairs. *Saint John N B*: R A Corbett & Co Ltd, additions & alterations, Trade & Commerce Bldg. *Fort Chimo Que*: Ron Engineering & Construction (Quebec) Ltd, erection of school, garage & workshop. *Grandes Bergeronnes Que*: Francois Lapointe Inc, construction of post office bldg. *Isle Verte Que*: Paul Malenfant, construction of post office bldg. *Lavaltrie Que*: Lucien Pelletier, construction of post office bldg. *Quebec Que*: E M M Enr, moving of National Health & Welfare Dept from Temporary Bldg to Old Postal Terminal. *St Alexis des Monts Que*: Ronald Desrosiers, construction of post office bldg. *St Marc sur Richelieu Que*: Leopold Pigeon, repairs to wharf (VARY). *St Timothee Que*: Fernand Martel, construction of post office bldg. *St Vincent de Paul Que*: Secant Construction Co, alterations & repairs to penitentiary (reconstruction Phase V). *Bala Ont*: Alfred Haigh, reconstruction of timber trestle. *Burlington Ont*: John Cestnik Construction, alterations to federal bldg. *Fort William Ont*: Claydon Co Ltd, construction of implement & storage shed, Experimental Farm. *Hanmer Ont*: V Dube Construction, addition to post office bldg. *Kingston Ont*: Joice-Sweaner Electric Ltd, alterations to UIC Bldg. *Little Current Ont*: Donald Eadie, wharf repairs. *London Ont*: Bennett & Wright Contractors Ltd, installation of fire alarm system, Dominion Public Bldg. *Macdiarmid Ont*: Hacquoil Construction Ltd, harbour repairs & improvements (repairs to rubble mound breakwater). *North Bay Ont*: Farquhar Construction Ltd, alterations to federal bldg. *Ottawa Ont*: Tippet-Richardson Ltd, moving of office furniture & equipment from Vimy Bldg, Sparks St & Radiation Laboratory, Caldwell Ave, to new Radiation Laboratory, Brookfield Ave, Confederation Heights; The Frost Steel & Wire Co Ltd, fencing of Manordale Subdivision (Department of Agriculture land); Dibblee Construction Co Ltd, grading & paving parking area, Office of British High Commissioner; Three Star Building Cleaners, cleaning interior, Beamish Bldg, 1501 Carling Ave; Three Star Building Cleaners, cleaning interior, Empire Bldg, O'Connor St & Laurier Ave; C P Construction Ltd, alterations to Dominion Bureau of Statistics Bldg, Tunney's Pasture; A Lanctot Construction Co, alterations to Centre Block, Parliament Bldgs; Hugh M Grant Ltd, foundation demolition & removal from Department of Agriculture Animal Research Institute land, Greenbelt area; Robert Construction Co, alterations, Connaught Bldg, Sussex Drive; K C Martin Construction Co, alterations to No 8 Temporary Bldg, Carling Ave; Gendron P & H Co, alterations & additions to heating & ventilating systems, RCMP Headquarters Bldg, Tremblay Road. *Sutton West (Black River) Ont*: Keene Construction Co Ltd, training wall decking. *Toronto Ont*: One Thirty One Bloor West Ltd, supply & installation of interior finishing, mechanical & electrical equipment & fixtures, National Design Centre, Colonnade Bldg; K Rustschell, washroom addition & alterations, postal terminal "A." *Windsor Ont*: Herbert Winch & Son, alterations to federal bldg. *Ethelbert Man*: Nils A Anderson, concrete reservoir & water supply revisions, RCMP Detachment quarters. *Gainsborough Sask*: Gotthard Peterson Construction Co Ltd, construction of post office bldg. *Regina Sask*: Beattie Ramsay Construction Co Ltd, replacement of watermain from 10th Ave to RCMP barracks. *Saskatoon Sask*: Bird Construction Co Ltd, construction of veterans' home; Modern Building Cleaning Service of Canada Ltd, interior cleaning of old post office bldg. *Calgary Alta*: Pilkington Glass Co Ltd, re-glazing windows, public bldg. *Thorsby Alta*: D S Greenfield Construction Ltd, construction of post office bldg. *Vermilion Alta*: Silisky Construction Ltd, construction of RCMP detachment quarters. *Esquimalt B C*: Dave Cooper Ltd, installation of fire protection system, Esquimalt Graving Dock. *Penticton B C*: Interior Contracting Co Ltd, paving of access road, Astrophysical Observatory. *Fort St James B C*: Dezell Construction Co Ltd, construction of seismograph vault.

Vancouver B C: David Mitchell Co Ltd, supply & installation of partitions, reserve area, 2nd floor, Harry Stevens Bldg, 125 East 10th Ave. *Buffalo River to Pine Point & Buffalo River Bridge N W T*: Western Construction & Lumber Co Ltd, construction of development road. *Hay River—Pine Point Development Road N W T*: Poole Construction Co Ltd, construction of three bridges. *Yellowknife N W T*: Byrnes & Hall Construction Ltd, construction of underground seismic vault & control bldg alterations.

In addition, this Department awarded 37 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Allanburg, Port Robinson, Welland & Dain City Ont: Dominion Bridge Co Ltd, restoration of profiles of grooves in journals of crown sheave bearings of vertical lift bridges 11, 12, 16 & 18, Welland Canal. *Sault Ste Marie Ont*: Annett Chemicals Ltd, pressure grouting of Sault Ste Marie Canal Lock. *Thorold Ont*: Jas A White, blocking of windows, valve machinery houses, weirs 6 & 7, Welland Canal.

In addition, The St Lawrence Seaway Authority awarded four contracts containing the General Fair Wages Clause.

DEPARTMENT OF TRANSPORT

Ecum Secum N S: Stevens & Fiske Construction Ltd, construction of two dwellings, entrance road & related work. *Moncton (Scoudouc) N B*: Caledonia Construction Ltd, extension & modifications to transmitter bldg. *London Ont*: Canadian Comstock Co Ltd, installation of power supply facilities, Airport. *Malton Ont*: Inspiration Ltd, installation of entrance road & car park lighting, Toronto International Airport; Delta Parking Systems Ltd, management of car parking structure in new terminal bldg, Toronto International Airport. *Swift Rapids Ont*: Canadian Vickers Ltd, supply & installation of lock gates, valves, operating machinery, etc, for lock on Severn River. *Edmonton Alta*: Hume & Rumble Ltd, installation of entrance road & car park lighting, International Airport. *Tofino B C*: Larry Rafter, interior painting of bldgs.

In addition, this Department awarded 12 contracts containing the General Fair Wages Clause.

Decisions of Umpire

(Continued from page 226)

perform any work during the period from the week beginning January 6, 1963, to the week beginning May 19, 1963, inclusive.

Considerations and Conclusions: The employment that the claimant refused or failed to apply for on May 21, 1963, was in her usual occupation and at the prevailing rate of pay for such type of work in the area, and it has not been established that the working conditions of that particular type of work were less favourable than those recognized by good employers in the area. The employment, therefore, was suitable within the meaning of Section 59(2)(b) of the Act.

On the other hand, the reason given by the claimant for refusing to apply for the employment offered was a purely personal one and, consequently, according to the established jurisprudence, did not constitute a "good cause," within the mean-

ing of that expression in Section 59(1) of the Act, and I so decide.

With respect to the claimant's availability for work, the evidence shows clearly that she did not have the assurance, at the time she refused the job, that she would be taken back by her former employer, and that it was impossible for her, otherwise than as a privilege, to have other employers agree to the working conditions she insisted on.

For those reasons, and as the grounds on which the insurance officer has based his appeal are in accordance with the jurisprudence established by the Umpire in similar cases, I consider that the claimant was rightly disqualified for having failed to prove that she was available for work as from May 21, 1963.

I consequently decide to allow the appeal made by the insurance officer.

PRICE INDEX

Consumer Price Index, February 1964

The consumer price index (1949=100) increased 0.2 per cent to 134.5 from 134.2 between January and February. The February index was 1.8 per cent above the February 1963 index of 132.1.

Most of the increase during the month resulted from a 1.1-per-cent rise in the transportation index; but indexes for recreation and reading, tobacco and alcohol, and clothing also were higher. The housing and the health and personal care indexes were unchanged; the food index declined slightly.

The food index eased 0.1 per cent to 131.3 in February from 131.4 in January. Prices were higher for a number of foods, including milk, flour, bread and other bakery products, coffee, most fresh fruits and vegetables and a few meats. Outweighing these increases were substantially lower prices for sugar, which declined for the third consecutive month, eggs, most cuts of beef and pork, and fats.

The housing index was unchanged at 137.3 as a slight increase in the shelter component was not sufficient to move the index. In shelter, rent was unchanged but the home-ownership index increased. In the household operation component lower prices for furniture and floor coverings balanced increases for textiles and some household supplies and services.

The clothing index increased 0.1 per cent to 117.8 from 117.7 as price increases for some items of women's clothing outweighed sale price reductions for men's suits and coats. Indexes for children's wear, footwear and clothing services were unchanged.

The transportation index advanced 1.1 per cent to 142.6 from 141.1 as a result of a sharp increase in insurance rates in the automobile operation component.

The health and personal care index remained at 165.4; both the health care and personal care components were unchanged. Lower prices for some pharmaceuticals were not sufficient to move the health care index and in personal care, price changes were moderate and offsetting.

The recreation and reading index moved up 0.1 per cent to 152.3 as both the recreation and reading components increased fractionally. In recreation, prices were higher for camera film and bicycles, and price increases for newspapers in Saint John and Halifax moved the reading index.

The tobacco and alcohol index advanced 0.8 per cent to 119.4 from 118.5 as both the tobacco and the alcoholic beverages components moved higher. Scattered increases in the price of cigarettes and

cigarette tobacco occurred in several cities and liquor prices increased in Ontario, Quebec and some Atlantic provinces.

Group indexes in February 1963 were: food 129.4, housing 135.9, clothing 114.8, transportation 139.6, health and personal care 159.9, recreation and reading 148.6, and tobacco and alcohol 118.0.

City Consumer Price Indexes, Jan. 1964

Consumer price indexes (1949=100) moved up in three of the ten regional cities, went down in five and remained unchanged in two cities between December and January. Movements ranged from a decline of 0.4 per cent in Edmonton-Calgary to a rise of 0.4 per cent in Toronto.

Food indexes rose in seven cities and declined in three, ranging from a drop of 0.7 per cent in Edmonton-Calgary to a rise of 0.8 per cent in Toronto. Indexes for housing rose in three cities, fell in four and remained unchanged in three. Clothing indexes were lower in seven cities and unchanged in three. Transportation indexes rose in two cities, dropped in seven, and were unchanged in one. Health and personal care indexes were higher in five cities, lower in one and unchanged in four. The recreation and reading indexes were lower in six cities, higher in one and unchanged in three. All tobacco and alcohol indexes were unchanged.

Regional consumer price index point changes between December and January were: Edmonton-Calgary -0.5 to 127.5; Montreal -0.4 to 133.9; Halifax -0.3 to 131.6; Ottawa -0.2 to 134.6; St. John's -0.1 to 120.2*; Toronto +0.6 to 135.9; Saint John +0.3 to 134.1; Winnipeg +0.3 to 131.4. Saskatoon-Regina and Vancouver remained unchanged at 129.0 and 131.9 respectively.

Wholesale Price Index, January 1964

Canada's general wholesale index (1935-39=100) rose 0.6 per cent in January to 247.1 from 245.7 a month earlier. It was 1.7 per cent above the January 1963 index of 242.9.

Of the eight major commodity group indexes comprising the general wholesale index, six increased and two declined from December.

The vegetable products group index advanced 1.3 per cent to 236.7 from 233.6 in December, the wood products group

*On base June 1951=100.

index rose 0.7 per cent to 329.7 from 327.3, and the non-metallic minerals group index moved up 0.7 per cent to 191.7 from 190.4. The textile products group index advanced 0.6 per cent to 250.0 from 248.4, the non-ferrous metals products index 0.4 per cent to 201.1 from 200.3, and the iron products group index 0.3 per cent to 255.0 from 254.2.

Decreases occurred in the chemical products group index and in the animal products group index. The chemical products index of 188.1 was 0.4 per cent below the December index of 188.8, and the animal products group index of 247.1 was 0.2 per cent below the 247.6 a month earlier.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.3 per cent, from 214.8 to 215.5, in the three-week period ended January 24. The field products index rose 0.6 per cent, from 165.8 to 166.8, and the animal products index edged up 0.2 per cent, from 263.7 to 264.2.

U.S. Consumer Price Index, January 1964

The updated and revised United States consumer price index for January was 107.7. The unrevised index remained at the December level, 107.6. Both indexes are on the 1957-59=100 base; the revised index is 1960-61 weighted.

This is the first issue of the index since its revision (L.G., Dec. 1963, p. 1138).

The unrevised index one year earlier, January 1963, was 106.0.

The main reason for the December-to-January increase was a rise in food prices, although the cost of operating an automobile rose too, because of higher gasoline prices.

British Index of Retail Prices, Dec. 1963

The British index of retail prices (Jan. 16, 1962=100) rose to 104.2 in mid-December from 104.0 in mid-November. In mid-December 1962 it was 102.3. During the month, the food group index rose to 104.6 from 104.1. The other groups changed little.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 185.

Business

1. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers: Annual No. 9*. Edited by Bruce Goodpasture. Washington, GPO, 1963. Pp. 82.

2. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 5*. Edited by Bruce Goodpasture. Washington, GPO, 1963. Pp. 95.

"Each of the . . . chapters was first published during the year ending June 30th, 1960."

Information is given for evaluating qualifications and management methods for small businessmen, and concerning advertising, break-even points, credit collections, markdowns, new ideas as a source of profit, store modernization, wholesale sales, and the selling of services.

Civil Service

3. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Formula for guaranteeing a Minimum Increase when an Employee is promoted. Hearing before the Committee on Post Office and Civil Service, House of Representatives, Eighty-seventh Congress, First Session, on H.R. 1010 and H.R. 2015, Bills to amend the Classification Act of 1949, as amended, to provide a Formula for guaranteeing a Minimum Increase when an Employee is promoted from One Grade to Another*. August 2, 1961. Washington, GPO, 1961. Pp. 27.

4. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Preservation of Basic Pay in Downgrading Actions. Hearings before the Committee on Post Office and Civil Service, House of Representatives, Eighty-seventh Congress, First Session, on H.R. 5674 and Related Bills, Bills to extend to Employees Subject to the Classification Act of 1949 the Benefits of Salary Increases in Connection with the Protection of Basic Compensation Rates from the Effects of Downgrading Actions, to provide Salary Protection for Postal Field Service Employees in Certain*

cases of Reduction in Salary Standing, and for Other Purposes. April 21 and 24, 1961. Washington, GPO, 1961. Pp. 73.

Conferences

5. AMERICAN BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION. *Proceedings of the Second Constitutional Convention, Washington, D.C., August 16-22, 1962.* Washington [1963?] Pp. 496.

6. AMERICAN NEWSPAPER GUILD. *Proceedings, Thirtieth Annual Convention, July 8-12, 1963 . . . Philadelphia, Pa.* New York, 1963. Pp. 160.

7. INTERNATIONAL LABOUR CONFERENCE. 47th, GENEVA, 1963. *DELEGATION FROM GREAT BRITAIN. Report.* London, HMSO, 1963. Pp. [21].

8. INTERNATIONAL TRANSPORT WORKERS FEDERATION. *ITF Reports, 1960-1961 and Proceedings of 27th Congress, Helsinki, 25 July-3 August 1962.* London, 1963. Pp. 338.

9. UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION. *Report and Proceedings, Eleventh Convention, June 12-15, 1962 . . . New York City.* [New York, 1963?] Pp. 316.

Economic Conditions

10. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Regional Index of British Columbia: East and West Kootenays.* Victoria, 1963. Pp. 191.

Contains information and data concerning historical background, population, forestry, agriculture, manufacturing, mining, and hydro-electric potential.

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Sweden.* April 1963. Paris, 1963. Pp. 41.

12. SYMPOSIUM ON ECONOMIC GROWTH, WASHINGTON, D.C., 1963. *Proceedings, Monday, February 25, 1963.* New York, American Bankers Association, 1963. Pp. 139.

Four professional economists, three academics and the Managing Director of the International Monetary Fund, the late Per Jacobsson, presented their views on economic growth to the Symposium. President Kennedy also spoke to the gathering.

13. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1962. Pt. 1. The European Economy in 1962.* New York, United Nations, 1963. Pp. 61, 48, 7.

Education

14. DIEUZEIDE, HENRI. *Teaching through Television; A Report on the Current Use of Television in Western Europe's*

Schools . . . and an Examination of Possibilities for Using This Medium to meet the Critical Need for Increased Teaching of Science. Paris, Organisation for European Economic Cooperation, Office for Scientific and Technical Personnel, 1960. Pp. 71.

15. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Technical Education in Britain.* London, HMSO, 1962. Pp. [39].

Employee Benefit Plans

16. U.S. BUREAU OF LABOR STATISTICS. *Digest of Nine Supplemental Unemployment Benefit Plans, Early 1963.* Washington, GPO, 1963. Pp. 25.

"Summarizes the major provisions of nine supplemental unemployment benefit plans designed primarily to provide weekly supplements to State unemployment insurance benefits received by laid-off workers."

17. U.S. OFFICE OF WELFARE AND PENSION PLANS. *Welfare and Pension Plan Statistics: the 100 Largest Plans, 1959-1961.* [Washington, n.d., 1963] Pp. 10.

Industrial Relations

18. GREAT BRITAIN. COURT OF INQUIRY INTO THE CAUSES AND CIRCUMSTANCES OF A DISPUTE BETWEEN THE FORD MOTOR COMPANY, LIMITED, DAGENHAM AND MEMBERS OF THE TRADE UNIONS REPRESENTED ON THE TRADE UNION SIDE OF THE FORD NATIONAL JOINT NEGOTIATING COMMITTEE. *Report.* London, HMSO, 1963. Pp. 58.

At head of title: Industrial courts act, 1919.

The present Court of Inquiry was set up to look into a dispute arising in October 1962 between the Ford Motor Company, Limited at Dagenham, England, and the Ford National Joint Negotiating Committee representing 21 unions. Some of the issues involved in the dispute were discharge of employees whom the company found unsatisfactory, wage claims by the employees, demands by the union for changes in negotiating procedure, militant shop stewards, work standards, etc.

19. INDUSTRIAL RELATIONS COUNSELORS, INC. *White-Collar Restiveness—a Growing Challenge.* New York, 1963. Pp. 70.

Deals with grievance procedures for white-collar employees and the means used by companies to determine the causes of individual and group dissatisfaction among salaried employees.

20. NORTHRUP, HERBERT ROOF. *Government and Labor; the Role of Government in Union-Management Relations* [by] Herbert R. Northrup [and] Gordon F. Bloom. Homewood, Ill., R.D. Irwin, 1963. Pp. 507.

An analysis of American industrial relations laws and their effect on management, unions, and the public. Deals with such laws as the Taft-Hartley Act (Labor Management Relations

Act of 1947) and the Landrum-Griffin Act (Labor-Management Reporting and Disclosure Act of 1959) and their relationship to such topics as union security, strikes, boycotts and picketing.

21. SEMINAR [ON] EFFECTIVE LABOUR RELATIONS, ASSUMPTION UNIVERSITY OF WINDSOR. 1st, OCT. 20, 1960. [*Report of Proceedings*] October 20, 1960. Windsor, 1960. Pp. 64.

Symposium sponsored by the School of Business Administration, Essex College, Assumption University of Windsor.

Contents: Unionization of Hourly and/or Salary Personnel and Proceedings before the Ontario Labour Relations Board, by Norman L. Mathews. Negotiating or renewing a Collective Agreement, by J. C. Adams. Good Administration of a Labour Agreement, by George B. Norris, Jr.

22. SEMINAR ON EFFECTIVE LABOUR RELATIONS, ASSUMPTION UNIVERSITY OF WINDSOR. 3rd, OCTOBER 18, 1961. *Report of Proceedings, October 18, 1961*. Windsor, 1961. Pp. 83.

Seminar sponsored by the School of Business Administration, Essex College, Assumption University of Windsor.

Contains talk by Dr. Roger Chartier of Laval University entitled "Some Basic Issues in Labour-Management Arbitration."

Industry—Location

The following three surveys were prepared and issued by the Industrial Development Branch, Department of Industry and Development of the Province of Alberta in Edmonton in 1963.

23. *Town of Bow Island*. Rev. March 1963. Pp. 12.

24. *Town of Didsbury*. Rev. September 1962. Pp. 14.

25. *Town of Okotoks*. Rev. October 1962. Pp. 15.

Labour Laws and Legislation

26. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Saskatchewan Labour Legislation, August 1963*. Regina, 1963. Pp. 110.

27. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws*. Rev. July 1, 1963. Washington, GPO, 1963. Folder.

Labour Organization

28. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1963*. 52nd edition. Ottawa, Queen's Printer, 1963. Pp. 98.

29. INTERNATIONAL ASSOCIATION OF MACHINISTS. *Your Union today, 1963*. Washington, 1963. Pp. 96.

A booklet in the form of a magazine commemorating the 75th anniversary of the founding of the International Association of Machinists.

30. RASKIN, A. H. *The Obsolescent Unions*. (In *Commentary*, July 1963. Pp. 18-25).

The author is Labor Correspondent of the *New York Times*.

Labouring Classes

31. GITLOW, ABRAHAM LEO. *Labor and Industrial Society*. Rev. ed. Homewood, Ill., Richard D. Irwin, 1963. Pp. 773.

A textbook on labour economics dealing with the following topics: labour organization, wages and hours, collective bargaining, employment and unemployment, and labour legislation.

32. GREAT BRITAIN. BOARD OF TRADE. *Staggered Holidays*. London, HMSO, 1963. Pp. 11.

This White Paper points out the strain on accommodation and transportation facilities when nearly 6 million people in Great Britain take their holidays at the same time. It suggests that this strain could be decreased greatly if between 1 and 1½ million people would change their holiday habits.

33. INTERNATIONAL LABOUR OFFICE. *Benefits in the Case of Industrial Accidents and Occupational Diseases*. [Part 1] Fifth item on the agenda. Geneva, 1963. Pp. 58.

At head of title: Report 5(1). International Labour Conference. 48th session, 1964.

Part 1 contains proposed texts for a Convention and a Recommendation concerning benefits in the case of industrial accidents and occupational diseases for consideration and comments by member governments.

34. INTERNATIONAL LABOUR OFFICE. *Hygiene in Commerce and Offices*. Part 1. Fourth item on the agenda. Geneva, 1963. Pp. 68.

At head of title: Report 4(1). International Labour Conference. 48th session, 1964.

Part 1 contains proposed text of a Convention and a Recommendation concerning hygiene in commerce and offices for consideration and comments by member Governments.

35. INTERSTATE CONFERENCE ON LABOR STATISTICS. 20th, ATLANTIC CITY, N.J., 1962. *Proceedings, June 19-22, 1962, Atlantic City, New Jersey*. Washington, GPO, 1963. Pp. 316.

Co-sponsored by the New Jersey Department of Labor and Industry and the U.S. Bureau of Labor Statistics.

Partial Contents: Statistics and Research in Wage Rates and Earnings. Fringe Benefit Expenditure Studies. Interarea Differences in Wage Levels. Developments in Work Injury Statistics. Some Current Issues in the Measurement of Unemployment and Labor Force. Research and Statistical Needs of the Manpower Development and Training Act of 1962.

36. SASKATCHEWAN. DEPARTMENT OF LABOUR. RESEARCH AND PLANNING BRANCH. *Population and Estimated Labour Force by Residence (Rural and Urban), Sex, Industries, and Local Office Areas of the National Employment Service, 1961*. Regina, 1963. Pp. 21.

37. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Mobility and Worker Adaptation to Economic Change in the United States*. Rev. ed. Washington, GPO, 1963. Pp. 77.

Discusses programs undertaken by the U.S. government to deal with unemployment.

38. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Government Contract Employment, Rules and Regulations . . . effective July 22, 1961 as amended September 7, 1963*. Washington, GPO, 1963. Pp. 22.

Contains Federal U.S. "regulations relating to the promotion and insurance of equal employment opportunity on public contracts for all qualified persons without regard to race, creed, color, or national origin."

Management

39. AMERICAN MANAGEMENT ASSOCIATION. *Computer-based Management for Information and Control*. New York, c1963. Pp. 52.

Partial Contents: Information Processing and Profit Survival. The Computer and Information Processing. Management Attitudes toward an Information System. Past Shortcomings in Computer Utilization. The Decision-making Potential of Computers.

40. JUSTIN, JULES JAY. *How to preserve Management's Rights under the Labor Contract*. Ann Arbor, Bureau of Industrial Relations, University of Michigan [c1959] Pp. 33.

Discusses the following rights of management: "(1) to direct and control its work force; (2) to determine the means, methods, processes, materials, and schedules of production; (3) to utilize fully its work force and machines; and (4) to maintain employee discipline and production efficiency."

41. ARGYRIS, CHRIS. *Interpersonal Competence and Organizational Effectiveness*. With a chapter by Roger Harrison. Homewood, Ill., Dorsey Press, 1962. Pp. 292.

This is an account of a program that the author carried out among executives in a large company at the request of the president of the company. By examining their mutual personal relationships and their administrative competence, the executives were able to develop insight and understanding necessary to increase their administrative competence.

Occupations

42. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Drafting*. Rev. ed. Ottawa, Queen's Printer, 1962. Pp. 36.

Contents: Nature of the Work. Personal Qualities needed. Preparation and Training. Advancement. Working Conditions. Salaries. Seeking Employment. Number in the Occupation. Organizations. Employment Outlooking.

43. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Electrical and Electronic Occupations*. Rev. ed. Ottawa, Queen's Printer, 1962. Pp. 96.

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering*. Ottawa, Queen's Printer, 1963. Pp. 81.

Professional Workers

45. BUREAU OF SOCIAL SCIENCE RESEARCH, WASHINGTON, D.C. *Two Years after the College Degree; Work and Further Study Patterns; Report on a 1960 Survey of 1958 College Graduates*. Prepared for the National Science Foundation. Washington, GPO, 1963. Pp. 335.

Deals with post-college careers of June 1958 college graduates, including their further studies, work activities, and the continuity between studies and work. Based on a mail questionnaire answered in the spring of 1960 by more than 40,000 graduates from about 1,200 degree-granting institutions.

46. CRAIG, CHRISTINE. *The Employment of Cambridge Graduates*. Cambridge, Eng., University Press, 1963. Pp. 102.

Prepared for Cambridge University Appointments Boards.

An inquiry "into the present occupation of Cambridge graduates of 1952 and 1953, the levels of responsibility and the salaries they have attained, the satisfaction they derive from their occupations, and how they have progressed to their present positions."

47. U.S. BUREAU OF FAMILY SERVICES. *Public Social Welfare Personnel*, 1960. Washington, GPO, 1963. Pp. 140.

Provides information about employment characteristics, education and experience, salaries, personnel practices for public social welfare personnel in 1960.

Wages and Hours

48. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages and Hours—Primary Textiles Industry*, 1962. *Salaires et heures—industrie textile primaire*, 1962. *Report (Rapport) No. 20*. Ottawa, Queen's Printer, 1963. Pp. 14. Text in English and French.

49. GREAT BRITAIN. NATIONAL INCOMES COMMISSION. *Report on the Agreements of February-March 1963 in Electrical Contracting, in Heating, Ventilating and Domestic Engineering, and in Exhibition Contracting*. London, HMSO, 1963. Pp. 70.

50. MEIJ, JACOB LOUIS, Ed. *Internal Wage Structure*. Amsterdam, North-Holland Publishing Co., 1963. Pp. 343.

Contents: Portrait of a Pay Structure, by M. P. Fogarty. Wage-Structure and Organization-Structure, by J. L. Meij. Theory of Wage

Forms, by E. Kosiol. *The Impact of Trade Unionism on International Wage-Structure*, by H. M. Douty. *External Influences and the Determination of the Internal Wage Structure*, by George H. Hildebrand. *Wage Structure and Administration in Soviet Industry*, by Walter Galenson.

51. MILLONS, JOHN. *The Measurement of Employer Expenditures on Wage and Salary Supplements*. Ottawa, Economics and Research Branch, Canada Dept. of Labour, 1963. Pp. 24.

At head of title: Canadian Political Science Association. Conference on Statistics, Laval University, Quebec, June 8-9, 1963.

Tells something about development work on the measurement of employer expenditures on wage and salary supplements, a project being carried out by the Canadian Department of Labour in co-operation with the Dominion Bureau of Statistics.

Women—Employment

52. CANADA. WOMEN'S BUREAU. *Vocational and Technical Training for Girls at High School, Post High School and Trade School Levels of Education in Canada* [Rev. ed. Ottawa, Queen's Printer, Reprinted 1963] Pp. 96.

Outlines suitable courses for girls in Arts, business and commercial education, health and hospital occupations, home economics, technician training, teacher training, certain service occupations, and training for women in the Armed Services.

53. COOPER, JOSEPH DAVID. *A Woman's Guide to Part-Time Jobs*. [1st ed.] Garden City, N.Y., Doubleday, 1963. Pp. 312.

Discusses how and where women can find part-time work; the kind of jobs best suited for women; how to develop job opportunities; how to apply for a job; how to write job resumés; how to handle employment interviews; work opportunities for the handicapped, etc.

Youth—Employment

54. U.S. PRESIDENT'S COMMITTEE ON YOUTH EMPLOYMENT. *The Challenge of Jobless Youth; [Report and Recommendations]*. Washington, GPO] 1963. Pp. 20.

Contains 14 recommendations of a U.S. Presidential committee set up to look into the problems of unemployed youth.

55. U.S. PRESIDENT'S COMMITTEE ON YOUTH EMPLOYMENT. *Reports of Subcommittees*. June 1963. Washington, U.S. Dept. of Labor, 1963. Pp. 94.

Contains six reports: 1. Private and Public Responsibility for Developing Job Opportunities for Youth; 2. Preparing In-School Youth for Work; 3. Role of Labor, Management, and Education in Training Out-of-School Youth; 4. Counseling, Guidance, and Motivation; 5. Laws affecting Employment of Youth; and 6. Problems of Youth in Large City Slums.

Miscellaneous

56. CONFERENCE ON RESEARCH IN STATE PROGRAM DEVELOPMENT, MIAMI BEACH, FLA., 1961. *The Development of Research in Vocational Rehabilitation; Proceedings of a Conference . . . held at . . . Miami Beach, Florida, June 8-9, 1961*. [Edited by Dean Darrel Mase, College of Health Related Services, University of Florida, Gainesville, Fla.] [Washington? U.S. Office of Vocational Rehabilitation? 1962?] Pp. 126.

Conference jointly sponsored by the College of Health Related Services, University of Florida; the U.S. Office of Vocational Rehabilitation; and the Committee on Program Development of the National Council of State Directors of Vocational Rehabilitation.

57. GREAT BRITAIN. JOINT SUB-COMMITTEE ON COMMUNICATION BETWEEN DOCTORS, NURSES AND PATIENTS. *Communication between Doctors, Nurses and Patients; an Aspect of Human Relations in the Hospital Service*, prepared by a joint subcommittee of the Standing Medical and Standing Nursing Advisory Committees for the Central Health Services Council and the Minister of Health. London, HMSO, 1963. Pp. 19.

Lord Cohen of Birkenhead, chairman.

The subcommittee looked into ways of providing hospital patients and their relatives with information on their diagnosis, prognosis, and treatment.

58. TROCLET, LEON ELI. *La sécurité sociale en Belgique. Tome 1. Problèmes généraux de la sécurité sociale*. Bruxelles, Université libre, Institut de sociologie Solvay, 1961. Pp. 399.

59. U.S. BUREAU OF LABOR STATISTICS. *Impact of Office Automation in the Internal Revenue Service; a Study of the Manpower Implications during the First Stages of the Changeover*. Washington, GPO, 1963. Pp. 74.

Describes the effect on the staff of the introduction of a large-scale electronic computer system in the Atlanta, Ga., region of the U.S. Internal Revenue Service.

60. U.S. BUREAU OF THE CENSUS. *Trends in the Income of Families and Persons in the United States: 1947 to 1960*, by Herman P. Miller. Washington, GPO, 1963. Pp. 349.

Summarizes the figures on income distribution published each year since 1947 by the [U.S.] Bureau of the Census. Includes data on the distribution of families and unrelated individuals by income levels cross-classified by various characteristics such as urban-rural residence, age, sex, color, employment status, occupation and industry of family head; size of family, number of related children, etc.

Tables A-1 to A-3—Labour Force.....	238
Table B-1—Labour Income.....	240
Tables C-1 to C-6—Employment, Hours and Earnings.....	241
Tables D-1 to D-5—Employment Service Statistics.....	246
Tables E-1 to E-4—Unemployment Insurance.....	251
Tables F-1 and F-2—Prices.....	254
Tables G-1 to G-4—Strikes and Lockouts.....	255

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 22, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,690	575	1,905	2,455	1,135	620
Men.....	4,801	429	1,382	1,719	827	444
Women.....	1,889	146	523	736	308	176
14-19 years.....	594	58	195	187	109	45
20-24 years.....	871	92	299	275	139	66
25-44 years.....	3,014	233	866	1,132	499	284
45-64 years.....	2,000	173	496	774	350	207
65 years and over.....	211	19	49	87	38	18
Employed.....	6,223	502	1,729	2,340	1,079	573
Men.....	4,399	361	1,221	1,628	779	410
Women.....	1,824	141	508	712	300	163
Agriculture.....	570	35	109	141	274	11
Non-agriculture.....	5,653	467	1,620	2,199	805	562
Paid Workers.....	5,130	419	1,469	2,009	732	501
Men.....	3,481	289	1,002	1,358	478	354
Women.....	1,649	130	467	651	254	147
Unemployed.....	467	73	176	115	56	47
Men.....	402	68	161	91	48	34
Women.....	65	*	15	24	*	13
Persons not in the Labour Force.....	5,943	702	1,733	1,946	1,010	552
Men.....	1,471	207	412	449	256	147
Women.....	4,472	495	1,321	1,497	754	405

* Less than 10,000.

**TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED
FEBRUARY 22, 1964, CANADA**

(estimates in thousands)

Source: DBS Labour Force Survey

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over ⁽¹⁾	12,633	1,974	3,623	1,008	3,743	933	1,352
Labour Force.....	6,690	594	3,467	840	922	656	211
Employed.....	6,223	516	3,251	721	902	634	199
Unemployed.....	467	78	216	119	20	22	12
Not in Labour Force.....	5,943	1,380	156	168	2,821	277	1,141
Participation rate ⁽²⁾							
1964, February 22.....	53.0	30.1	95.7	83.3	24.6	70.3	15.6
January 18.....	53.1	30.4	95.8	83.8	24.9	70.3	15.4
Unemployment rate ⁽³⁾							
1964, February 22.....	7.0	13.1	6.2	14.2	2.2	3.4	5.7
January 18.....	7.0	13.2	6.2	13.4	2.6	3.7	5.8

⁽¹⁾ Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

⁽²⁾ The labour force as a percentage of the population 14 years of age and over.

⁽³⁾ The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED FEBRUARY 22, 1964

(estimates in thousands)

Source: DBS Labour Force Survey

	February 1964	January 1964	February 1963
Total unemployed.....	467	466	545
On temporary layoff up to 30 days.....	29	38	33
Without work and seeking work.....	438	428	512
Seeking full-time work.....	423	410	495
Seeking part-time work.....	15	18	17
Seeking under 1 month.....	86	126	82
Seeking 1-3 months.....	213	202	256
Seeking 4-6 months.....	89	54	118
Seeking more than 6 months.....	50	46	56

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

Note: Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ⁽¹⁾						Totals (3)
	Mining	Manu- facturing	Trans- portation Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour income	
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962— December....	46.6	481.5	157.1							1,692.5
1963—										
January....	47.5	484.4	157.7							1,699.4
February....	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,608.0	222.1	1,699.8
March....	47.0	493.9	156.3							1,714.1
April....	46.7	503.2	160.7							1,764.8
May....	48.1	514.9	165.7	68.6	345.0	102.5	763.7	1,668.8	228.1	1,807.9
June....	49.2	523.0	170.0							1,863.0
July....	49.9	509.4	171.9							1,830.6
August....	49.8	523.4	179.9	93.3	412.1	106.0	781.3	1,667.5	232.4	1,877.3
September....	50.1	532.6	172.4							1,907.5
October....	49.7	532.2	172.6	93.2	359.4	104.2	814.2	1,717.1	235.0	1,897.9
November....	49.2	533.5	172.1							1,883.7
December*....	48.9	526.3	166.5							1,842.0
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total....	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total....	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962— December....	46.8	494.3	160.4							1,730.1
1963—										
January....	48.1	499.5	164.4							1,771.4
February....	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.4	1,768.8
March....	47.6	503.3*	164.8							1,777.9*
April....	48.6	508.7	165.9							1,789.8
May....	48.0	510.7	164.7	78.7	346.7	102.7	763.6	1,638.2	227.9	1,794.6
June....	48.2	508.8	164.7							1,799.8
July....	48.8	507.4	164.0							1,800.1
August....	48.8	514.8	171.9	86.1	339.1	103.2	779.1	1,683.6	230.4	1,832.9
September....	49.4	517.5	166.8							1,835.2
October....	49.4	524.5	168.9	80.1	358.2	104.1	795.4	1,719.0	233.9	1,853.0
November....	49.0	532.5	170.5							1,867.5
December*....	49.2	540.2	172.0							1,884.1

⁽¹⁾Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

⁽²⁾Includes post office wages and salaries.

⁽³⁾Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1963 employers in the principal non-agricultural industries reported a total employment of 2,995,689. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

Source: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite ⁽¹⁾			Manufacturing		
	Index Numbers (1949-100)		Average Weekly Wages and Salaries	Index Numbers (1949-100)		Average Weekly Wages and Salaries
	Employ- ment	Average Weekly Wages and Salaries		Employ- ment	Average Weekly Wages and Salaries	
Averages						
1958.....	117.9	163.9	70.43	109.8	165.3	72.67
1959.....	119.7	171.0	73.47	111.1	172.5	75.84
1960.....	118.7	176.5	75.83	109.5	117.8	78.19
1961.....	118.1	181.8	78.11	108.9	183.9	80.73
1962.....	121.5	187.5	80.55	113.3	189.2	83.17
1962—						
December.....	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January.....	117.8	190.6	81.80	111.6	193.5	85.09
February.....	117.4	192.9	82.87	112.2	194.2	85.41
March.....	117.7	193.1	82.96	112.8	195.5	85.95
April.....	119.3	194.4	83.53	113.7	197.2	86.72
May.....	123.6	194.8	83.69	116.3	197.4	86.80
June.....	127.5	194.7	83.64	118.9	196.2	86.29
July.....	127.7	193.8	83.27	116.9	194.0	85.30
August.....	130.2	193.9	83.28	120.0	194.4	85.47
September.....	130.3	196.0	84.22	120.3	197.2	86.71
October.....	129.4	197.0	84.65	119.3	198.8	87.43
November*.....	128.6	197.0	84.61	118.6	200.7	88.24
December†.....	125.3	190.4	81.78	116.0	193.0	84.85

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2 - AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
				\$	\$	\$
Provinces						
Newfoundland.....	131.7	145.1	122.6	74.92	75.95	72.05
Prince Edward Island.....	121.8	149.4	117.6	60.43	58.86	58.60
Nova Scotia.....	97.0	98.2	93.4	65.93	68.95	62.66
New Brunswick.....	107.0	108.6	101.9	68.98	69.32	65.39
Quebec.....	124.8	129.3	120.0	79.26	82.58	76.20
Ontario.....	128.2	130.9	123.0	84.90	87.82	81.07
Manitoba.....	113.3	115.6	108.0	76.16	75.03	74.31
Saskatchewan.....	128.1	133.1	120.8	79.09	80.73	76.69
Alberta (including Northwest Territories).....	158.9	161.9	156.0	82.86	84.77	80.61
British Columbia (including Yukon).....	120.4	122.3	113.2	87.95	91.70	85.25
Canada.....	125.4	128.6	120.2	81.77	84.61	78.51
Urban areas						
St. John's.....	145.6	152.6	142.3	62.04	63.76	58.08
Sydney.....	80.5	81.1	78.7	78.94	84.86	69.98
Halifax.....	132.8	125.3	129.7	68.91	70.80	65.49
Moncton.....	106.2	115.9	105.3	64.12	62.26	61.48
Saint John.....	117.8	109.2	114.7	67.13	69.58	63.61
Chicoutimi—Jonquiere.....	113.5	117.1	105.4	100.07	100.92	100.83
Quebec.....	121.8	128.5	120.1	69.29	73.34	65.37
Sherbrooke.....	116.8	117.2	110.0	67.94	71.44	64.34
Shawinigan.....	98.2	101.2	82.0	88.09	91.47	83.84
Three Rivers.....	118.9	122.3	112.2	74.24	79.92	70.46
Drummondville.....	90.6	92.0	83.0	64.97	68.91	64.95
Montreal.....	130.2	133.7	125.2	80.46	83.73	77.66
Ottawa—Hull.....	137.9	140.6	133.2	76.36	77.40	73.10
Kingston.....	125.3	127.0	116.9	80.66	82.01	77.05
Peterborough.....	103.6	104.1	96.2	91.54	92.83	86.75
Oshawa.....	223.9	219.5	197.2	101.87	116.27	93.66
Toronto.....	144.0	147.3	138.8	85.31	87.42	81.41
Hamilton.....	119.2	121.8	114.5	89.41	91.38	85.80
St. Catharines.....	117.4	119.4	109.0	92.69	99.16	86.61
Niagara Falls.....	91.7	97.9	95.0	86.16	84.76	83.01
Brantford.....	89.0	92.9	86.3	77.66	79.52	74.57
Guelph.....	129.9	133.4	126.7	74.29	78.20	70.83
Galt.....	126.2	126.9	116.9	71.56	75.27	67.19
Kitchener.....	146.6	148.2	133.6	70.72	78.65	72.25
Sudbury.....	123.6	124.3	128.3	97.66	94.76	94.87
Timmins.....	86.7	87.3	88.3	74.04	75.32	73.03
London.....	141.4	145.9	134.2	75.57	79.65	73.73
Sarnia.....	133.1	137.1	126.9	104.14	109.15	102.62
Windsor.....	82.0	82.8	73.9	97.57	101.73	87.39
Sault Ste Marie.....	151.4	153.6	139.3	107.13	108.20	101.44
Fort William—Port Arthur.....	109.1	113.7	103.1	81.52	85.85	80.02
Winnipeg.....	115.1	117.0	109.6	72.73	74.73	70.98
Regina.....	151.6	152.7	141.2	77.36	79.13	75.79
Saskatoon.....	143.3	148.3	133.8	73.16	73.83	71.21
Edmonton.....	206.2	209.2	200.7	76.28	78.40	74.21
Calgary.....	180.9	182.7	175.9	82.35	83.80	79.28
Vancouver.....	121.4	122.3	114.3	87.60	90.38	84.71
Victoria.....	125.5	124.7	119.3	80.48	81.45	79.04

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
Mining	112.2	113.7	112.5	\$ 101.40	\$ 104.15	\$ 96.17
Metal mining.....	124.3	125.5	125.1	102.64	103.64	97.52
Gold.....	64.3	64.9	66.5	83.89	84.74	79.98
Other metal.....	180.0	181.9	179.5	108.87	109.91	103.56
Fuels.....	85.5	84.1	87.1	107.21	110.14	98.95
Coal.....	39.6	40.1	39.7	76.06	86.31	60.75
Oil and natural gas.....	271.4	262.9	280.9	125.66	124.87	121.04
Non-metal.....	136.5	147.4	130.5	85.53	96.01	84.87
Manufacturing	116.0	118.6	110.9	84.85	88.24	80.71
Durable goods.....	122.9	124.2	116.3	91.25	95.97	86.32
Non-durable goods.....	110.3	113.8	106.3	78.88	81.18	75.57
Food and beverages.....	108.0	117.3	106.6	76.05	76.16	73.08
Meat products.....	131.1	137.6	130.4	83.76	84.76	81.12
Canned and preserved fruits and vegetables.....	84.3	120.8	81.4	61.75	60.46	61.94
Grain mill products.....	93.6	96.1	93.3	84.72	87.08	79.14
Bread and other bakery products.....	110.7	113.1	112.2	74.42	73.13	70.45
Distilled and malt liquors.....	93.1	97.6	92.4	107.48	106.92	104.62
Tobacco and tobacco products.....	99.5	101.4	92.4	77.31	82.57	77.58
Rubber products.....	112.5	113.6	107.1	84.33	90.73	83.56
Leather products.....	87.9	89.1	87.2	53.42	59.77	50.36
Boots and shoes (except rubber).....	92.8	93.7	93.6	50.59	57.37	46.64
Other leather products.....	78.8	80.8	75.7	59.49	64.84	58.68
Textile products (except clothing).....	87.6	88.2	82.1	66.44	70.95	62.40
Cotton yarn and broad woven goods.....	76.4	76.4	73.3	63.24	69.24	57.72
Woollen goods.....	66.0	66.6	62.5	59.69	64.32	57.18
Synthetic textiles and silk.....	103.7	103.2	93.9	74.91	77.83	72.06
Clothing (textile and fur).....	94.7	97.2	88.3	48.16	54.04	45.52
Men's clothing.....	99.7	102.5	93.7	47.79	53.24	44.52
Women's clothing.....	102.0	103.9	93.3	47.16	53.46	44.86
Knit goods.....	73.9	76.5	68.5	49.05	55.53	45.81
Wood products.....	111.0	112.5	103.0	69.82	76.08	67.93
Saw and planing mills.....	114.0	113.9	103.5	72.46	78.52	70.87
Furniture.....	121.1	125.7	116.0	66.30	73.48	63.91
Other wood products.....	76.3	79.3	74.6	60.58	66.16	59.60
Paper products.....	128.3	128.1	125.2	101.54	103.13	96.36
Pulp and paper mills.....	129.1	127.5	125.7	112.25	111.66	106.32
Other paper products.....	126.6	129.4	124.1	75.34	82.97	72.18
Printing, publishing and allied industries.....	125.8	127.5	124.2	93.01	95.23	88.09
Iron and steel products.....	113.9	115.0	109.4	94.53	98.79	89.68
Agricultural implements.....	68.9	68.2	68.5	96.79	103.71	89.50
Fabricated and structural steel.....	142.4	145.0	150.4	97.40	101.12	90.23
Hardware and tools.....	118.3	119.8	111.1	82.89	86.19	78.58
Heating and cooking appliances.....	100.2	106.3	101.1	82.29	87.42	78.47
Iron castings.....	102.7	102.5	92.8	86.15	94.62	82.36
Machinery, industrial.....	135.1	135.8	129.5	91.56	95.90	86.35
Primary iron and steel.....	132.8	132.4	123.3	111.88	111.77	107.70
Sheet metal products.....	113.0	117.6	108.8	87.90	94.99	83.69
Wire and wire products.....	120.3	120.2	112.3	95.84	99.74	89.34
Transportation equipment.....	122.9	122.5	113.0	101.91	109.53	92.11
Aircraft and parts.....	245.7	241.8	231.9	102.47	106.96	94.37
Motor vehicles.....	140.8	138.9	120.2	123.33	135.39	107.30
Motor vehicle parts and accessories.....	147.0	143.3	122.1	97.34	105.99	85.27
Railroad and rolling stock equipment.....	56.0	56.7	55.3	89.16	90.08	87.78
Shipbuilding and repairing.....	134.7	140.5	141.5	83.10	93.70	79.72
Non-ferrous metal products.....	126.7	127.8	121.1	98.43	98.67	96.09
Aluminum products.....	142.3	145.7	136.4	92.08	95.16	86.87
Brass and copper products.....	110.9	110.8	102.2	90.21	96.57	86.74
Smelting and refining.....	136.0	136.7	132.2	112.28	107.76	110.69
Electrical apparatus and supplies.....	156.3	158.2	150.1	89.84	92.03	86.21
Heavy electrical machinery.....	116.6	116.3	113.6	97.76	97.94	91.75
Telecommunication equipment.....	283.5	287.0	273.4	86.42	89.07	83.87
Non-metallic mineral products.....	144.5	153.3	142.6	88.33	93.67	85.03
Clay products.....	83.3	88.2	84.5	77.13	82.43	78.65
Glass and glass products.....	170.2	170.3	169.5	89.35	91.20	85.55
Products of petroleum and coal.....	137.5	138.3	135.6	130.60	129.21	125.90
Petroleum refining and products.....	140.5	141.0	138.4	131.54	130.20	126.37
Chemical products.....	134.1	135.7	127.8	102.71	102.33	99.75
Medicinal and pharmaceutical preparations.....	124.5	125.7	121.8	91.06	91.94	86.43
Acids, alkalis and salts.....	152.6	156.6	143.1	117.29	114.31	114.65
Other chemical products.....	132.0	133.2	125.8	101.37	101.35	99.10
Miscellaneous manufacturing industries.....	153.6	162.0	144.1	74.48	76.65	70.83
Construction	112.7	131.1	108.7	79.99	91.47	77.09
Building and general engineering.....	111.0	130.9	105.8	82.49	98.81	78.59
Highways, bridges and streets.....	115.7	113.4	113.4	76.04	79.42	74.78
Electric and motor transportation	145.8	148.4	139.4	87.29	89.44	84.16
Service	166.2	169.7	153.2	59.17	59.44	57.81
Hotels and restaurants.....	143.9	145.4	131.4	45.69	45.64	43.95
Laundries and dry cleaning plants.....	138.8	140.8	131.9	51.50	52.57	49.00
Industrial composite	125.4	128.6	120.2	81.77	81.61	78.51

TABLE C-4 - HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
				\$	\$	\$
Newfoundland.....	36.1	38.3	36.6	2.10	1.75	2.06
Nova Scotia.....	36.2	40.8	37.2	1.78	1.70	1.68
New Brunswick.....	38.5	41.8	37.4	1.82	1.68	1.72
Quebec.....	38.3	42.1	37.3	1.81	1.77	1.74
Ontario.....	38.6	41.8	37.6	2.11	2.08	2.02
Manitoba.....	37.9	40.3	37.8	1.84	1.81	1.81
Saskatchewan.....	37.8	38.1	37.7	2.21	1.98	2.17
Alberta (includes Northwest Territories)	38.8	39.9	38.6	2.05	2.04	2.04
British Columbia (includes Yukon Territory).....	35.6	38.4	35.7	2.44	2.42	2.35

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962—December.....	37.3	1.94	72.34	173.3	131.3
1963—January.....	40.7	1.92	78.26	187.5	141.9
February.....	40.7	1.93	78.45	187.9	142.3
March.....	40.9	1.93	79.01	189.3	143.1
April.....	41.0	1.95	80.05	191.8	145.0
May.....	41.2	1.95	80.25	192.3	144.8
June.....	40.9	1.94	79.64	190.8	142.9
July.....	40.7	1.93	78.38	187.8	140.2
August.....	40.9	1.93	78.82	188.8	141.6
September.....	41.3	1.94	80.29	192.4	144.0
October.....	41.4	1.96	80.93	193.9	144.7
November*.....	41.5	1.98	81.91	196.2	146.2
December†.....	38.1	2.01	76.77	183.9	137.1

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962	Dec. 1963	Nov. 1963	Dec. 1962
				\$	\$	\$	\$	\$	\$
Mining	40.2	42.6	38.8	2.28	2.25	2.21	91.72	95.94	86.85
Metal mining.....	41.0	41.9	39.8	2.35	2.33	2.29	95.38	97.76	91.15
Gold.....	41.5	42.7	40.8	1.86	1.84	1.80	77.07	78.62	72.36
Other metal.....	40.8	41.6	39.5	2.53	2.51	2.48	103.20	104.52	97.81
Fuels.....	40.1	43.7	35.7	2.16	2.22	2.28	89.81	93.07	79.24
Coal.....	39.2	44.9	30.1	1.87	1.90	1.84	73.46	85.36	55.57
Oil and natural gas.....	41.5	41.8	43.0	2.57	2.52	2.57	106.58	105.29	110.57
Non-metal.....	37.2	44.3	38.4	2.10	2.07	2.03	77.96	91.91	78.10
Manufacturing	38.1	41.5	37.3	2.01	1.98	1.94	76.77	81.91	72.34
Durable goods.....	38.9	42.2	37.9	2.16	2.15	2.08	84.03	90.87	78.62
Non-durable goods.....	37.4	40.7	36.8	1.86	1.80	1.80	69.63	73.31	66.24
Food and beverages.....	37.8	40.3	37.5	1.78	1.71	1.71	67.31	69.05	64.19
Meat products.....	38.7	40.4	38.9	2.01	1.97	1.96	77.88	79.63	76.11
Canned and preserved fruits and vegetables.....	32.1	39.9	34.5	1.48	1.33	1.39	47.34	52.98	47.81
Grain mill products.....	41.4	43.4	40.8	1.91	1.91	1.82	79.19	83.15	68.99
Bread and other bakery products.....	41.0	41.1	40.8	1.68	1.65	1.57	68.63	67.72	64.27
Distilled liquors.....	40.1	41.0	40.1	2.28	2.25	2.24	91.67	91.43	89.89
Malt liquors.....	38.8	39.1	39.2	2.20	2.50	2.41	96.86	97.82	94.44
Tobacco and tobacco products.....	33.3	39.1	37.3	2.08	1.95	1.92	69.25	76.25	71.49
Rubber products.....	37.8	42.3	38.5	2.01	2.01	1.97	75.89	84.98	75.84
Leather products.....	35.4	41.0	34.0	1.35	1.35	1.31	47.85	55.16	44.50
Boots and shoes (except rubber).....	34.7	40.5	32.9	1.30	1.30	1.25	46.05	52.83	40.93
Other leather products.....	37.0	41.9	36.7	1.46	1.44	1.43	59.99	60.19	52.63
Textile products (except clothing).....	39.1	43.2	37.7	1.51	1.50	1.45	59.08	61.76	54.66
Cotton yarn and broad woven goods.....	38.4	43.2	35.6	1.53	1.47	1.47	58.81	65.99	62.15
Woolen goods.....	38.6	42.8	38.3	1.38	1.37	1.33	52.17	58.73	50.89
Synthetic textiles and silk.....	40.5	43.7	40.5	1.64	1.61	1.57	66.31	70.20	63.65
Clothing (textile and fur).....	33.0	38.5	32.2	1.28	1.27	1.22	42.23	48.87	39.39
Men's clothing.....	33.5	38.4	32.0	1.27	1.27	1.22	42.96	48.91	38.96
Women's clothing.....	30.2	35.8	29.4	1.35	1.34	1.30	40.74	48.03	38.10
Knit goods.....	36.0	42.2	35.0	1.20	1.20	1.15	43.13	50.64	40.16
*Wood products.....	37.2	41.8	37.4	1.76	1.75	1.70	65.32	73.07	63.46
Saw and planing mills.....	36.7	40.8	37.2	1.87	1.87	1.82	68.75	76.32	67.62
Furniture.....	38.2	43.9	37.7	1.60	1.58	1.53	61.10	69.40	67.51
Other wood products.....	37.9	43.2	38.3	1.41	1.41	1.38	53.23	60.99	52.98
Paper products.....	39.4	42.0	38.7	2.42	2.32	2.32	95.47	97.49	89.75
Pulp and paper mills.....	40.7	42.1	39.8	2.62	2.51	2.51	106.62	105.85	99.34
Other paper products.....	36.0	41.6	36.0	1.81	1.82	1.74	65.01	75.63	62.51
Printing, publishing and allied industries.....	37.5	39.1	36.5	2.41	2.42	2.32	90.61	94.76	84.75
*Iron and steel products	38.7	41.5	37.6	2.27	2.26	2.19	87.91	93.87	82.47
Agricultural implements.....	37.1	41.0	34.7	2.35	2.35	2.25	87.34	96.43	77.91
Fabricated and structural steel.....	39.4	42.3	37.3	2.20	2.19	2.11	86.83	92.76	78.84
Hardware and tools.....	40.4	42.5	38.9	1.89	1.88	1.81	76.09	80.10	70.53
Heating and cooking appliances.....	36.1	41.5	36.1	1.92	1.94	1.84	69.28	80.43	66.38
Iron castings.....	36.9	42.0	36.8	2.17	2.17	2.07	80.01	91.14	76.26
Machinery, industrial.....	39.3	42.6	38.3	2.13	2.13	2.04	83.86	90.53	77.94
Primary iron and steel.....	40.3	40.3	39.1	2.68	2.67	2.63	107.93	107.69	102.77
Sheet metal products.....	36.9	40.6	36.3	2.15	2.16	2.05	79.32	87.58	74.52
Wire and wire products.....	41.1	43.3	37.6	2.20	2.21	2.18	90.33	95.55	81.91
*Transportation equipment	39.9	43.9	37.9	2.37	2.40	2.23	94.52	105.50	84.66
Aircraft and parts.....	40.2	42.5	38.0	2.28	2.30	2.17	91.52	97.91	82.28
Motor vehicles.....	42.2	48.5	39.2	2.67	2.73	2.60	112.59	132.49	97.83
Motor vehicle parts and accessories.....	39.7	44.0	36.0	2.31	2.35	2.16	91.73	103.25	77.56
Railroad and rolling stock equipment.....	40.1	40.3	40.5	2.19	2.19	2.12	87.74	88.36	85.77
Shipbuilding and repairing.....	35.6	40.9	35.1	2.24	2.26	2.17	79.70	92.55	76.25
*Non-ferrous metal products	39.8	41.2	39.5	2.31	2.22	2.28	91.95	92.02	90.04
Aluminum products.....	39.4	42.0	37.1	2.02	2.01	1.95	79.34	84.52	72.27
Brass and copper products.....	39.5	42.6	38.6	2.13	2.16	2.06	84.29	92.08	79.49
Smelting and refining.....	40.7	40.2	40.5	2.61	2.50	2.60	106.19	100.45	105.57
*Electrical apparatus and supplies	38.9	41.2	37.3	1.96	1.96	1.91	76.41	80.87	71.12
Heavy electrical machinery and equipment.....	39.6	41.5	37.7	2.20	2.22	2.12	87.28	92.06	79.80
Telecommunication equipment.....	38.3	40.3	36.6	1.76	1.76	1.72	67.34	70.81	63.02
Refrigerators, vacuum cleaners and appliances.....	37.7	40.9	38.6	2.03	2.00	2.01	76.67	81.88	77.60
Wire and cable.....	38.7	42.5	38.3	2.18	2.20	2.11	84.56	93.46	80.70
Miscellaneous electrical products.....	39.2	41.5	36.4	1.87	1.87	1.80	73.15	77.42	65.39
*Non-metallic mineral products	39.2	43.8	39.2	2.04	2.02	1.97	79.79	88.21	77.28
Clay products.....	42.4	42.8	40.8	1.79	1.80	1.76	68.75	76.79	71.83
Glass and glass products.....	40.1	42.1	40.0	2.07	2.06	1.97	83.06	86.57	78.93
Products of petroleum and coal.....	41.8	42.0	41.7	2.84	2.76	2.82	118.67	116.22	117.37
Chemical products.....	40.2	40.8	40.1	2.23	2.20	2.16	89.88	89.79	86.69
Medicinal and pharmaceutical preparations.....	38.8	40.2	38.8	1.72	1.72	1.64	66.54	69.01	63.65
Acids, alkalis and salts.....	40.6	40.4	40.1	2.62	2.54	2.57	106.31	102.67	102.90
Miscellaneous manufacturing industries.....	38.4	41.7	37.9	1.63	1.60	1.57	62.78	66.58	59.66
Professional and scientific equipment.....	39.0	41.3	38.5	2.00	2.00	1.90	77.96	82.82	73.07
Construction	33.2	40.8	33.1	2.17	2.16	2.09	72.10	88.31	69.25
Building and general engineering.....	31.1	40.8	30.7	2.40	2.36	2.30	74.45	96.07	70.60
Highways, bridges and streets.....	37.4	41.0	37.3	1.81	1.79	1.79	67.63	73.21	66.80
Electric and motor transportation	42.3	44.1	42.1	2.05	2.04	2.01	86.85	89.73	81.47
Service	36.5	37.3	37.0	1.18	1.18	1.13	43.11	43.81	41.71
Hotels and restaurants.....	36.6	36.7	37.4	1.15	1.15	1.09	42.26	42.20	40.75
Laundries and dry cleaning plants.....	37.4	39.9	37.3	1.10	1.10	1.06	41.27	41.02	39.73

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
February, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
February, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
February, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
February, 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
February, 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
March, 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
April, 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
May, 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
June, 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
July, 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
August, 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
September, 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963.....	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964 ⁽¹⁾	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964 ⁽¹⁾	18,323	17,154	35,477	508,125	154,378	662,503

⁽¹⁾ Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, JANUARY, 1963-JANUARY, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year.....	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,361	387,728
1963—January.....	331,104	111,102	56,086	35,963	46,669	28,117
February.....	211,442	75,073	47,295	31,852	39,378	23,755
March.....	209,852	73,346	54,427	35,090	42,942	24,990
April.....	210,392	81,258	77,524	39,149	58,986	26,378
May.....	215,307	90,643	100,832	45,049	88,778	32,272
June.....	210,727	96,469	77,847	43,687	67,482	34,041
July.....	235,602	110,746	86,824	50,519	73,561	41,398
August.....	198,464	94,109	87,258	54,999	70,874	41,013
September.....	208,088	93,497	99,517	48,816	87,392	38,693
October.....	240,358	99,236	92,448	44,154	75,313	30,894
November.....	279,655	102,499	90,258	39,410	73,086	27,230
December.....	361,520	102,561	67,736	39,222	65,920	38,947
1964—January ⁽¹⁾	291,457	106,586	61,876	34,850	49,017	24,454

⁽¹⁾ Preliminary—Subject to revision.

**TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX,
DURING JANUARY, 1964⁽¹⁾**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from January 1963
Agriculture, Fishing, Trapping	625	55	680	-1,540
Forestry	1,848	14	1,862	- 503
Mining, Quarrying and Oil Wells	475	63	538	- 159
Metal Mining.....	264	11	275	- 37
Fuels.....	105	25	130	- 75
Non-Metal Mining.....	13	3	16	- 51
Quarrying, Clay and Sand Pits.....	28	3	31	- 10
Prospecting.....	65	21	86	+ 14
Manufacturing	12,569	7,560	20,109	+ 87
Foods and Beverages.....	908	978	1,886	- 49
Tobacco and Tobacco Products.....	17	44	61	- 106
Rubber Products.....	133	117	250	+ 91
Leather Products.....	187	326	513	- 103
Textile Products (except clothing).....	524	339	863	- 71
Clothing (textile and fur).....	488	2,400	2,888	- 798
Wood Products.....	1,715	264	1,979	- 106
Paper Products.....	914	274	1,188	+ 405
Printing, Publishing and Allied Industries.....	411	446	857	+ 113
Iron and Steel Products.....	2,543	446	2,989	+ 176
Transportation Equipment.....	2,571	283	2,854	+ 214
Non-Ferrous Metal Products.....	461	239	700	+ 126
Electrical Apparatus and Supplies.....	443	667	1,110	+ 63
Non-Metallic Mineral Products.....	423	102	525	+ 74
Products of Petroleum and Coal.....	33	9	42	+ 11
Chemical Products.....	414	246	660	+ 18
Miscellaneous Manufacturing Industries.....	364	380	744	+ 29
Construction	7,695	185	7,880	+1,021
General Contractors.....	4,948	92	5,040	+ 654
Special Trade Contractors.....	2,747	93	2,840	+ 367
Transportation, Storage and Communication	4,724	303	5,027	- 376
Transportation.....	4,351	145	4,496	- 428
Storage.....	302	37	339	+ 56
Communication.....	71	121	192	- 4
Public Utility Operation	149	51	200	- 92
Trade	6,719	3,391	10,110	+ 569
Wholesale.....	2,677	1,071	3,748	+ 507
Retail.....	4,042	2,320	6,362	+ 62
Finance, Insurance and Real Estate	514	1,086	1,600	+ 108
Service	13,719	11,746	25,465	- 430
Community or Public Service.....	509	1,201	1,710	- 392
Government Service.....	9,100	1,243	10,343	+1,081
Recreation Service.....	265	142	407	- 62
Business Service.....	746	677	1,423	- 748
Personal Service.....	3,099	8,483	11,582	- 309
GRAND TOTAL	49,017	24,454	73,471	-1,315

⁽¹⁾Preliminary—subject to revision.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX
- AS AT JANUARY 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers.....	9,924	2,000	11,924
Clerical Workers.....	22,003	46,644	68,647
Sales Workers.....	9,970	18,776	28,746
Personal and Domestic Service Workers.....	43,210	32,651	75,861
Seamen.....	4,822	92	4,914
Agriculture, Fishing, Forestry (Ex. log.).....	9,767	971	10,738
Skilled and semi-skilled Workers.....	218,240	19,352	237,592
Food and kindred products (incl. tobacco).....	2,032	687	2,719
Textiles, clothing, etc.....	2,879	11,546	14,425
Lumber and lumber products.....	25,342	162	25,504
Pulp, paper (incl. printing).....	1,549	505	2,052
Leather and leather products.....	1,257	974	2,231
Stone, clay and glass products.....	826	42	868
Metalworking.....	15,885	975	16,860
Electrical.....	3,218	1,152	4,370
Transportation equipment.....	595	23	618
Mining.....	2,086		2,086
Construction.....	68,583	7	68,590
Transportation (except seamen).....	42,331	94	42,425
Communications and public utility.....	1,133	4	1,137
Trade and service.....	6,920	1,937	8,857
Other skilled and semi-skilled.....	29,538	888	30,426
Foremen.....	5,281	388	5,619
Apprentices.....	8,785	20	8,805
Unskilled Workers.....	180,790	33,175	213,965
Food and tobacco.....	8,186	11,389	19,575
Lumber and lumber products.....	18,226	458	18,684
Metalworking.....	5,904	641	6,545
Construction.....	98,360	3	98,363
Other unskilled workers.....	50,114	20,684	70,798
GRAND TOTAL.....	498,726	153,661	652,387

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JANUARY 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Jan. 31, 1964	Previous Year Jan. 31, 1963		(1) Jan. 31, 1964	Previous Year Jan. 31, 1963
Newfoundland	30,417	29,739	Quebec—Concluded		
Corner Brook.....	5,787	6,627	Sherbrooke.....	5,483	6,469
Grand Falls.....	2,794	3,438	Sorel.....	2,412	2,631
St. John's.....	21,836	19,674	Thetford Mines.....	2,383	2,470
Prince Edward Island	5,596	6,170	Trois-Rivières.....	6,187	7,047
Charlottetown.....	3,516	3,893	Val d'Or.....	2,016	1,909
Summerside.....	2,080	2,277	Valleyfield.....	2,456	3,085
Nova Scotia	33,474	35,106	Victoriaville.....	2,663	2,531
Amherst.....	1,499	1,303	Ville St. Georges.....	3,230	3,452
Bridgewater.....	2,104	2,105	Ontario	191,338	220,886
Halifax.....	6,740	7,542	Amprior.....	505	528
Inverness.....	1,285	1,349	Barrie.....	1,583	1,747
Kentville.....	3,325	3,325	Bellefleur.....	2,169	2,553
Liverpool.....	777	799	Bracebridge.....	1,464	1,661
New Glasgow.....	4,459	4,874	Brampton.....	1,960	1,673
Springhill.....	996	1,128	Brantford.....	2,490	3,314
Sydney.....	4,708	5,126	Brockville.....	749	867
Sydney Mines.....	1,894	2,047	Carleton Place.....	499	589
Truro.....	2,163	2,063	Chatham.....	2,444	2,984
Yarmouth.....	3,524	3,445	Cobourg.....	1,000	1,020
New Brunswick	31,367	34,634	Collingwood.....	947	1,095
Bathurst.....	6,193	6,128	Cornwall.....	3,487	3,694
Campbellton.....	2,667	2,744	Elliot Lake.....	462	505
Edmundston.....	2,252	2,580	Fort Erie.....	822	909
Fredericton.....	1,645	2,495	Fort Frances.....	828	801
Minto.....	382	473	Fort William.....	2,874	3,324
Moncton(2).....	8,336	9,385	Galt.....	1,039	1,475
Newcastle.....	2,565	3,422	Gaspé.....	448	450
Saint John.....	3,123	3,097	Goderich.....	773	891
St. Stephen.....	2,108	1,695	Guelph.....	1,511	1,967
Sussex.....	556	638	Hamilton.....	13,876	15,106
Woodstock.....	1,540	1,977	Hawkesbury.....	1,152	1,279
Quebec	204,441	233,704	Kapuskasing.....	473	1,079
Alma.....	2,613	3,239	Kenora.....	1,027	1,360
Asbestos.....	1,005	945	Kingston.....	2,496	2,677
Baie Comeau.....	1,261	1,656	Kirkland Lake.....	856	1,173
Beauharnois.....	1,527	1,648	Kitchen.....	2,439	3,520
Buckingham.....	1,191	1,523	Leamington.....	1,205	1,322
Causapscal.....	2,694	2,973	Lindsay.....	852	914
Chandler.....	2,567	2,705	Listowel.....	486	552
Chicoutimi.....	2,429	3,182	London.....	5,639	6,352
Cowansville.....	510	526	Long Branch.....	3,932	4,054
Dolbeau.....	1,471	1,818	Midland.....	1,383	1,667
Drummondville.....	2,665	3,029	Napanea.....	832	1,033
Farnham.....	673	715	New Liskeard.....	673	633
Forestville.....	1,405	1,547	Newmarket.....	1,649	1,809
Gaspé.....	2,133	2,502	Niagara Falls.....	3,177	3,468
Granby.....	2,504	3,027	North Bay.....	2,213	2,475
Hull.....	5,056	5,554	Oakville.....	1,013	1,017
Joliette.....	4,584	5,391	Orillia.....	1,207	1,349
Jonquière.....	2,952	3,700	Oshawa.....	5,084	5,257
Lachute.....	998	1,379	Ottawa.....	8,322	9,606
Lac-Mégantic.....	1,315	1,601	Owen Sound.....	1,872	2,503
La Malbaie.....	2,851	3,032	Parry Sound.....	681	828
La Tuque.....	866	1,157	Pembroke.....	1,918	2,385
Lévis.....	5,222	4,683	Perth.....	756	737
Louiseville.....	1,319	1,508	Peterborough.....	3,153	3,808
Magog.....	796	967	Picton.....	589	668
Maniwaki.....	843	962	Port Arthur.....	3,655	4,768
Matane.....	2,992	4,282	Port Colborne.....	1,107	1,395
Mont-Laurier.....	1,029	1,176	Prescott.....	946	1,068
Montmagny.....	2,503	2,492	Renfrew.....	599	767
Montréal.....	64,978	75,791	St. Catharines.....	4,271	5,325
New Richmond.....	2,480	2,341	St. Thomas.....	994	1,314
Port Alfred.....	1,164	1,752	Sarnia.....	3,046	3,001
Québec.....	15,868	16,011	Sault Ste. Marie.....	2,827	3,446
Rimouski.....	4,264	5,367	Simcoe.....	1,698	2,250
Rivière du Loup.....	5,488	6,617	Smiths Falls.....	705	719
Roberval.....	1,418	1,790	Stratford.....	756	1043
Rouyn.....	2,590	2,894	Sturgeon Falls.....	1,078	1,195
Ste. Agathe des Monts.....	1,255	1,397	Sudbury.....	4,879	6,081
Ste. Anne de Bellevue.....	1,421	1,441	Tillsonburg.....	557	748
Ste. Thérèse.....	2,757	3,187	Timmins.....	1,978	2,211
St. Hyacinthe.....	2,139	2,507	Toronto.....	48,571	54,528
St. Jean.....	2,388	3,067	Trenton.....	994	1,116
St. Jérôme.....	2,371	2,339	Walkerton.....	1,047	1,117
Sept-Îles.....	2,319	3,042	Wallaceburg.....	707	861
Shawinigan.....	4,737	5,648	Welland.....	2,175	2,648
			Weston.....	3,938	4,486
			Windsor.....	7,012	9,126
			Woodstock.....	889	995

**TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS,
- AT JANUARY 31, 1964**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Jan. 31, 1964	Previous Year Jan. 31, 1963		(1) Jan. 31, 1964	Previous Year Jan. 31, 1963
Manitoba	29,086	36,664	British Columbia	69,113	78,040
Brandon.....	2,686	3,188	Chilliwack.....	2,341	2,472
Dauphin.....	1,956	2,241	Courtenay.....	1,614	1,546
Flin Flon.....	193	245	Cranbrook.....	1,176	1,390
Portage la Prairie.....	1,283	1,621	Dawson Creek.....	1,407	1,458
The Pas.....	504	585	Duncan.....	1,151	910
Winnipeg.....	22,464	28,784	Kamloops.....	1,787	1,813
Saskatchewan	21,794	27,248	Kelowna.....	1,712	1,851
Estevan.....	475	578	Mission City.....	1,499	1,640
Lloydminster.....	500	644	Nanaimo.....	1,625	1,316
Moose Jaw.....	1,623	2,075	Nelson.....	937	1,203
North Battleford.....	1,464	1,720	New Westminster.....	9,696	11,040
Prince Albert.....	2,892	3,511	Penticton.....	2,275	2,207
Regina.....	5,259	6,631	Port Alberni.....	961	811
Saskatoon.....	5,011	6,459	Prince George.....	1,656	1,990
Swift Current.....	1,077	1,338	Prince Rupert.....	1,805	1,923
Weyburn.....	503	626	Quesnel.....	797	977
Yorkton.....	2,990	3,666	Trail.....	1,145	1,315
Alberta	35,761	40,894	Vancouver.....	28,211	33,664
Blairmore.....	450	650	Vernon.....	2,159	2,422
Calgary.....	10,546	13,051	Victoria.....	4,551	4,596
Drumheller.....	653	734	Whitehorse.....	608	701
Edmonton.....	16,621	17,279			
Edson.....	344	472	CANADA	652,387	743,085
Grande Prairie.....	1,024	1,041			
Lethbridge.....	3,138	3,816	Males	498,726	579,205
Medicine Hat.....	1,439	1,970			
Red Deer.....	1,546	1,881	Females	153,661	163,880

(1) Preliminary subject to revision.

(2) Includes 1,535 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

**TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Statistical Report on the Operation of the Unemployment Insurance Act, DBS

End of:	Total	Employed	Claimants
1963—November.....	4,179,000	3,875,600	303,400
October.....	4,120,000	3,901,100	218,900
September.....	4,114,000	3,927,700	186,300
August.....	4,125,000	3,932,500	192,500
July.....	4,078,000	3,859,000	219,000
June.....	4,068,000	3,847,700	220,300
May.....	3,996,000	3,725,100	270,900
April.....	4,173,000	3,607,100	565,900
March.....	4,242,000	3,556,700	685,300
February.....	4,264,000	3,543,500	720,500
January.....	4,259,000	3,555,900	703,100
1962—December.....	4,223,000	3,631,000	592,000
November.....	4,110,000	3,735,800	374,200

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES
BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX,
DECEMBER 31, 1963**

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	Nov. 29, 1963	Dec. 31, 1962
Canada.....	532,331	347,124	124,958	39,775	20,474	303,353	591,965
Male.....	415,106	287,439	92,852	22,638	12,177	216,640	464,007
Female.....	117,225	59,685	32,106	17,137	8,297	86,413	127,958
Newfoundland.....	28,396	22,602	3,997	1,186	611	12,169	32,985
Male.....	26,614	21,732	3,554	933	395	10,707	30,859
Female.....	1,782	870	443	253	216	1,462	2,126
Prince Edward Island.....	5,589	4,673	683	168	65	1,858	6,013
Male.....	4,617	3,953	520	100	44	1,378	5,024
Female.....	972	720	163	68	21	480	989
Nova Scotia.....	28,894	19,252	6,448	2,024	1,170	14,340	30,896
Male.....	24,815	17,383	5,281	1,362	789	11,219	26,496
Female.....	4,079	1,869	1,167	662	381	3,121	4,400
New Brunswick.....	26,790	18,350	6,103	1,500	837	13,540	31,024
Male.....	21,350	15,440	4,341	979	590	9,995	25,661
Female.....	5,440	2,910	1,762	521	247	3,545	5,363
Quebec.....	166,217	109,171	38,467	12,475	6,104	91,277	179,327
Male.....	130,864	90,578	29,238	7,472	3,576	65,987	141,076
Female.....	35,353	18,593	9,229	5,003	2,528	25,290	38,251
Ontario.....	152,621	95,781	36,491	12,763	7,586	89,677	167,299
Male.....	109,606	73,195	25,364	6,663	4,384	58,904	121,810
Female.....	43,015	22,586	11,127	6,100	3,202	30,773	45,489
Manitoba.....	21,635	13,697	5,668	1,436	834	12,266	28,844
Male.....	17,204	11,643	4,204	770	587	9,065	22,637
Female.....	4,431	2,054	1,464	666	247	3,201	6,207
Saskatoon.....	16,561	12,124	3,209	940	288	8,116	20,046
Male.....	13,592	10,548	2,468	429	147	6,032	16,555
Female.....	2,969	1,576	741	511	141	2,084	3,491
Alberta.....	28,275	16,118	8,655	2,508	994	21,182	29,237
Male.....	22,573	14,093	6,642	1,245	593	15,420	23,191
Female.....	5,702	2,025	2,013	1,263	401	5,762	6,046
British Columbia.....	57,353	35,356	15,237	4,775	1,985	38,928	66,294
Male.....	43,871	28,874	11,240	2,685	1,072	28,233	50,698
Female.....	13,482	6,482	3,997	2,090	913	10,695	15,596

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, DECEMBER, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	20,485	18,694	1,791	18,429	16,414	2,015	5,827
Prince Edward Island.....	4,134	3,728	406	3,999	3,661	338	1,011
Nova Scotia.....	18,715	15,014	3,701	15,653	13,693	1,960	6,612
New Brunswick.....	17,427	14,656	2,771	14,976	13,099	1,877	5,550
Quebec.....	110,409	82,141	28,268	88,101	74,500	13,601	46,685
Ontario.....	100,348	70,882	29,466	84,965	71,244	13,721	36,306
Manitoba.....	13,575	10,679	2,896	13,033	10,912	2,121	3,606
Saskatchewan.....	11,507	9,228	2,279	10,264	8,493	1,771	4,438
Alberta.....	14,949	11,192	3,757	14,937	12,106	2,831	4,848
British Columbia (incl. Yukon Territory).....	33,757	25,667	8,090	32,470	26,664	5,806	11,203
Total, Canada, December 1963....	345,306	261,881	83,425	296,827	250,786	46,041	126,086
Total, Canada, November 1963....	189,375	132,612	56,763	153,289	111,112	42,177	77,607
Total, Canada, December 1962....	323,844	241,050	82,794	292,071	246,972	45,099	131,243

*In addition, revised claims received numbered 40,123.

†In addition, 37,977 revised claims were disposed of. Of these, 3,965 were special requests not granted and 2,452 appeals by claimants. There were 10,283 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, DECEMBER, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act, DBS*

Province	Weeks Paid*	Amount of Benefit Paid \$
Newfoundland.....	50,496	1,209,768
Prince Edward Island.....	9,357	203,447
Nova Scotia.....	60,324	1,334,485
New Brunswick.....	60,015	1,319,635
Quebec.....	348,222	8,839,688
Ontario.....	349,659	8,770,183
Manitoba.....	52,530	1,310,691
Saskatchewan.....	31,757	795,057
Alberta.....	73,880	1,897,449
British Columbia (including Yukon Territory).....	138,823	3,680,109
Total, Canada, December 1963.....	1,175,063	29,360,512
Total, Canada, November 1963.....	644,981	15,467,326
Total, Canada, December 1962.....	1,266,735	31,086,589

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—February.....	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March.....	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April.....	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May.....	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June.....	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July.....	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August.....	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September.....	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October.....	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November.....	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December.....	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January.....	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February.....	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY, 1964

(1949=100)

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Jan. 1963	Dec. 1963	Jan. 1964							
① St. John's, Nfld..	118.3	120.3	120.2	117.7	115.2	113.6	120.8	160.6	151.2	101.1
Halifax.....	130.9	131.9	131.6	126.7	132.9	127.3	137.5	166.2	167.0	124.3
Saint John.....	132.4	133.8	134.1	131.0	132.6	126.2	142.7	186.4	153.5	124.5
Montreal.....	132.4	134.3	133.9	137.0	135.1	109.0	158.5	172.1	151.5	121.7
Ottawa.....	132.9	134.8	134.6	132.6	136.6	122.2	154.2	170.1	145.2	123.8
Toronto.....	133.5	135.3	135.9	130.1	140.0	123.6	138.0	163.7	189.9	121.3
Winnipeg.....	130.0	131.1	131.4	130.1	128.4	123.9	135.6	179.3	140.6	125.5
Saskatoon—Regina	128.3	129.0	129.0	127.7	126.8	130.2	136.8	147.3	148.4	119.4
Edmonton—Calgary	127.5	128.0	127.5	122.4	126.8	126.3	129.8	168.9	146.3	119.4
Vancouver.....	131.1	131.9	131.9	130.4	134.9	120.6	139.0	151.2	150.0	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959.....	201	216	95,120	2,226,890	0.19
1960.....	268	274	49,408	738,700	0.06
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
*1963.....	319	333	81,498	914,030	0.07
*1963: January.....	9	24	4,559	79,780	0.07
February.....	22	37	7,002	75,280	0.07
March.....	18	32	5,207	34,080	0.03
April.....	25	42	8,562	47,180	0.05
May.....	28	44	6,214	30,300	0.02
June.....	40	63	7,302	78,400	0.07
July.....	27	61	17,101	181,030	0.15
August.....	28	55	11,597	73,340	0.06
September.....	30	63	9,583	86,320	0.08
October.....	49	81	24,861	138,980	0.11
November.....	12	44	6,193	51,020	0.05
December.....	13	32	4,341	38,320	0.03
*1964: January.....	13	29	1,756	21,730	0.02

*Preliminary

TABLE G-2—STRIKES AND LOCKOUTS, JANUARY, 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	70	180
Mines.....	1	29	580
Manufacturing.....	13	789	9,220
Construction.....	2	424	3,920
Transp. & utilities.....	2	18	300
Trade.....	8	295	6,270
Finance.....			
Service.....	1	43	950
Public administration...	1	88	310
All industries.....	29	1,756	21,730

TABLE G-3—STRIKES AND LOCKOUTS, JANUARY, 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-days
Newfoundland.....			
Prince Edward Island..	1	11	80
Nova Scotia.....	1	135	3,080
New Brunswick.....	4	421	7,590
Quebec.....	19	1,111	9,830
Ontario.....			
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	4	78	1,150
Federal.....			
All jurisdictions.....	29	1,756	21,730

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
JANUARY, 1964**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Jan.	Accu- mulated		
MANUFACTURING <i>Metal Fabricating</i> Ornamental Iron and Bronze Contractors' Assoc., Toronto, Ont.	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	111	810	810	Jan. 14 Jan. 27	Wages, welfare and fringe benefits~7¢ an hr. increase immediately, 5¢ Oct. 1, 1964; \$40. cash in lieu of retroactive pay.
American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	180	2,160	2,160	Jan. 16	Production standards, wages, fringe benefits~
Hahn Brass, New Hamburg, Ont.	Machinists Loc. 1226 (AFL-CIO/CLC)	203	2,030	2,030	Jan. 20	Wages, application of Rand formula, vacations~
CONSTRUCTION Janin Construction, Ste. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	3,410	6,240	Dec. 4	Wages, seniority, grievance committee~
Fraser-Brace Engineering, Kingston, Ont.	Carpenters Loc. 249 and Labourers Loc. 247 (AFL-CIO/CLC)	269	510	510	Jan. 28 Jan. 31	Alleged mistreatment of men by foreman~Return of work- ers, foreman transferred to another job.
TRADE Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	126	2,670	2,670	Jan. 4	Contracting out delivery function~